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CAUT @ ACPPU

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CAUT Council Welcomes Three New Members

AUT recently welcomed two new Umember associations from Ontario, Brescia Faculty Association and the On-tario College of Art & Design Faculty Association, as well as the Saskatchewan Association of University Teachers.

"These members represent a broad-ening base of membership support and will bring new input and additional perspective to our research and services," CAUT's executive director James Turk said during Council proceedings last month. "CAUT is delighted to welcome the full membership of our new affiliates."

Brescia University College, affiliat ed with the University of Western On-tario, is Canada's only university-level women's college. Established as a Catholic college in 1919, Brescia was originally named Ursuline College. Brescia currently employs more than 60 academic staff.

The Ontario College of Art & Design employs more than 200 academic staff. Established in Toronto by the Ontario Society of Artists in 1876, the college was originally known as the Ontario School of Art, and was incorpor-ated as the Ontario College of Art in 1912. Renamed in 1996 as the Ontario College of Art & Design, it is the largest and oldest post-secondary institution in Canada dedicated to the education of professional artists and designers

Brescia Faculty Association the Ontario College of Art & Design Faculty Association are also individual member associations of the Ontario Confederation of University Faculty Associations.

The Saskatchewan Association of University Teachers is funded by its three individual member associations, the University of Regina Faculty Association, the University of Saskatchewan Faculty Association and the St. Thomas More College Faculty Union in Saskatoon. SAUT assists its member associations by bringing post-secon-dary education issues to the attention of the provincial political parties, espe-cially the importance of government financial support for the post-secondary sector.

Version française à la page Al1.

Report Decries Secrecy in U.S. Zeal for Security



Nov. 22 — AAUP president Jane Buck speaks to Council delegates about the necessity for political courage in the flight for academic freedom in view of the U.S. response to national security.

MERICAN Association of University Professors president Jane Buck spoke to CAUT Council delegates about a just-released special report by AAUP on the risks to academic freedom and free incuring rocal but the and free inquiry posed by the government response to the terrorist attacks of Sept. 11, 2001. The 26-page report, published in the November/December issue of Academe, calls for more freedom of inquiry and openness in academic settings. Buck expressed grave concern about many of

the measures taken in haste after the tragic actions of Sept. 11, but added she was hopeful there is a growing realization of the need to restore long cherished constitutional rights and protections

She told Council the report focuses on sections of the USA Patriot Act that threaten academic freedom.

According to Buck, the report also outlines recent restrictions on information and elevated bar-riers to entry into the United States by noncitizens, especially foreign students and scholars. In addition, it summarizes national responses to Sept.11 and the effect of those responses on the campus climate for academic freedom.

"The report of the special committee rests on the premise that freedom of inquiry and the open exchange of ideas are crucial to the nation's security," says Robert O'Neil of the University of Virginia and chair of AAUP's Special Committee on Academic Freedom and National Security in a Time of Crisis.

"The nation's security and, ultimately, its well-being are damaged by practices that discourage or impair freedom."

The report explores the idea that in scientif-ic research, "the free exchange of data may bet-ter enable investigators to identify the means for pre-

empting or neutralizing threats posed by informa-tion falling into the wrong hands."

At the national level, the report urges those in the academic world to take every opportunity to remind those outside the academic community of the vital value of academic freedom and free inquiry. The report calls for fair procedures for noncitizens who seek visas or other approvals to study, teach, or collaborate with researchers in the U.S.

See REPORT OECRIES SECRECY Page A7 SS

Our Universities. Our Future.



MORTGAGE

Discount Rates Page A11

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LETTERS COURRIER

Plagiarism Program **Panned**

Kudos to McGill student Jesse Rosen-Rudos to McGill student Jesse Rosen-feld for refusing to submit his essay for an electronic plagiarism test (Bul-letin, Nov. 2003). In refusing, this sec-ond-year student demonstrates more wisdom and common sense than many tenured academics who have signed up for such educational nonsense as the Turnitin service designed to ferret out plagiarists.

This most recent computer innovation will undoubtedly take its place of honour in the pantheon of classical American absurdities such as lie detectors, IQ scores and other Orwel-lian gimmicks. And like most of them, this program, even in principle, is unable to do the job. What if I rewrote a plagiarized essay in different words? What if I took it from some obscure book or a magazine article? What if I hired someone to write a course es-say for me? How could Turnitin ensure the integrity of the text in these

Many original and influential wri-ters in the humanities (and even in the "hard sciences") were accused of plagiarism. In fact, the line between originality and so-called plagiarism is often blurred. Say I heard (or over-heard) some good ideas at a conference (or at the airport, or subway, or museum), and what if later I used these ideas in my publications? Is this plagiarism?

Instead of fighting silly plagiarism battles which are both ethically repug-

nant and legally questionable, university grading systems should be pri-marily based on direct tests, class colloquiums and face-to-face examinations. In the computer age, essays written specifically for course grades have very low educational value and are generally almost meaningless.

ALEXANDER A. BEREZIN Engineering Physics McMaster University

A Bellwether Case

The reversal of Professor David Noble's selection to the J.S. Woodsworth Chair at Simon Fraser University should be an alarm bell for academic faculty in Canada. A president leading his vice president academic and the dean of humanities to terminate an already concluded peer selection process for a scholarly chair is unacceptable. This top-down reversal violates the very basis of the university - academic excellence and freedom to inquire.

The SFU administrators do not deny Noble's superior scholarly record of excellence, or even allude to it. Instead, there is a familiar diversion into what CAUT president Victor Catano's article aptly calls, "Confusing Collegiality with Congeniality" (Bulletin, Oct. 2003). The collegiality dodge seems to be the last bastion of arbitrary repres sion of those who disagree with the clique or corporate-driven university Noble's work on the transformation of higher education into "digital diploma mills" is anathema to the SFU administration because it clearly exposes the anti-educational nature of online courses which SFU's senior administration has pushed.

What is not reported in the Bul-letin is that the SFU president sent a memo to his administrative colleagues saying, "I'd avoid this appointment like the plague" ("Suit will challenge 'corporate' university," Vancouver Sun, Oct. 4). Yet SFU administrators still claim there were "no procedural irregularities, no bias and no discrimination." The university's educational revenues are now paid to lawyers to defend these falsehoods in court.

The assault on research excellence itself in this case is as glaring as the assault on academic freedom. The university's constitutional objectives of the advancement and dissemination of knowledge have been openly and arbitrarily abrogated. This is a bellwether case for the future of university research and academic standards.

JOHN McMURTRY Philosophy University of Guelph

Erratum

Dans l'article « La Caisse de défense prend de l'ampleur » (Bulletin, novembre 2003), le président de la caisse assurera la coordination des visites de solidarité pendant les grèves et non comme écrit « la coordination des grèves ».

Copyright Hearings Bogged Down

THE latest round of Canada's Copyright Act reform is "not off to a good start," says Ken Field, chair of CAUT's intellectual property working group.

Through October and November the House of Com-

mons Standing Committee on Canadian Heritage conducted hearings on possible amendments to the act. The process is expected to continue in the new year and will have an impor-

"What's at stake is the way society views knowledge,"
Field said. "Is it part of the common heritage of humanity?
Or is it a commodity that can be completely owned and locked down by private interests?

The sometimes heated debate before the committee has centred around the issue of balance. On one side, the "users" those who make use of copyright material - argue the act must fairly represent the interests of not only those who own copyright material but also those who listen to, read and borrow it. In contrast, the "owners" believe the act's purpose is to enhance the monetary interests of those who hold copyright in works.

"The Supreme Court of Canada is very clear about this," Field says. "The court has stated the Copyright Act is about

Field speculated that proceedings are bogged down be-cause the owners' lobbyists have done an excellent job of presenting themselves as the voice of the individual artist.

Their line seems to be that the only thing standing between Canada's young artists and death by starvation is a more restrictive Copyright Act," Field said. "And the committee

According to Field, while the industrial lobbyist's use of the starving artist motif has been an effective political tactic,

"Justice for the individuals who write, paint and sculpt has to be central to cultural policy," Field said. "Unfortunately, the problem is that with the massive consolidation in the recording, publishing and broadcasting industry, a deep gulf is growing between the interests of individual artists and their corporate partners."

He points to the example of Jonathan Tasini, former resident of the National Writers Union in the United States, who lead a long and ultimately successful legal battle against The New York Times to secure rights for freelance writers. Field said Tasini forged an alliance with the American Library Association and credits its intervention in his case before the U.S. Supreme Court as an important element in his

"The Tasini case represents the beginning of the end of the traditional copyright dichotomy of creators verses users," Field said. "What was striking in Tasini v. The New York Times was that writers and librarians, creators and users, came together to challenge the owners - the publishing

Field notes that another issue before the Commons heritage committee is the possible extension of the term of protection offered by the Copyright Act. Copyright currently lasts for the life of the author plus 50 years, after which the work passes into the public domain and can be used and conied without estiration. Convitinh towners are according copied without restriction. Copyright owners are pressing to extend the term to "life plus 70."

"The term 'extension issue' perfectly illustrates what this round of reform is about," Field says. "As the copyright this round of reform is about, Field says. As the copyright in corporate property such as Mickey Mouse begins to run out, the big publishers want the act rewritten in their favour, to keep their monopoly going at the expense of the public domain. It's ridiculous to suggest this has anything to do with helping individual creators, but that's how the owners' com-

nity is trying to sell it." Although Field says he's disappointed by the tone of Although Frield says he's disappointed by the tone of the initial set of committee hearings, he remains optimistic the scholarly community can still shape the act in a way that facilitates the broader public interest in a balanced law.

"Copyright law wasn't much of an issue in the university of the second state of the second state."

ty community five years ago, but a passion about it is build-ing," Field said. "If that passion can be mobilized into polit-ical action then the public domain has a chance."

Version française à la page A5.

COMMENTARY TRIBUNE LIBRE

PRESIDENT'S COLUMN

An Open Letter to Paul Martin



By VICTOR CATANO

N behalf of the Canadian Association of University Teachers, I would like to congratulate you on your election as Leader of the Liberal Party of Canada, and as of Dec.12, Prime Minister of Canada. We look forward to working with you to improve the state of post-secondary education.

I noted the recent newspaper headlines that lobbyists were forming "line-ups to the right" to seek more tax cuts and a friendlier attitude to Bay Street. I hope you meant what you said at the Laberal convention that you wanted to build "a society based on compassion and caring; not indifference or neglect." In your earlier September remarks to the Board of Trade of Metropolitan Montreal, you seemed to place reducing the national debt at the top of your priorities.

According to an October 2003 national poll conducted for CAUT

According to an October 2003 national poll conducted for CAUT by Decima Research, a majority of Canadians (68 per cent) identified social agenda issues as the priority. They said the issues that are the

most important are investing in health care, education, the environment and reducing poverty and unemployment. In fact, less than one in five Canadians support fiscal policy issues such as personal tax relief and reducing the national debt.

I applaud your early commitment to placing more money into public health care and in establish-ing the national health council. The serious problems confronting our public health system must be overcome. We ask you to provide a realistic assessment of the federal surplus. Every year that surplus is underestimated by billions of dollars, which are then transferred to debt reduction rather than used to improve social services, including health and education. We believe the Canadian public has caught on to this shell game. There is money available to fix the public health and education systems. What we need is commitment and will on your part.

Our universities and colleges have suffered from years of neglect by both the federal and provincial governments. Federal cuts in transfer payments to the provinces were passed on by provincial governments to post-secondary institutions with resulting increases in tuition that have placed the dream of a university or college education for their children beyond the means of many middle- and lower-income parents.

Education, like health, is a provincial responsibility, but the federal government has an obligation in post-secondary education, as in health care, to assure that Canadians from coast-to-coast have access to high quality. The federal government, in which you played a significant role as finance minister, created a series of schemes that tried to finesse dealing with provincial governments by pro-viding funds directly to universities or students. Regretfully, these boutique programs have proven to be poor substitutes for increasing core funding for post-secondary education and having the will to hold the provincial govern-ments accountable for how they spend those funds.

The Canadian public is tired of federal-provincial arguments over who has jurisdiction for health and education. They want the

See OPEN LETTER Page A6

Eliminating Tuition Fees Would Make Manitoba a National Leader

By ERROL BLACK & ROBERT CHERNOMAS

ACCORDING to Statistics Canada, undergraduate students at Canadian universities were faced with an increase of 7.5 per cent in tuition fees when they returned to campus at the beginning of September. This is the biggest increase in four years and, in keeping with the trend since 1990, much above the rate of inflation.

As a result of a tuition freeze and 10 per cent tuition rebate introduced by the NDP government in 2000, Manitoba is an exception. Currently, Manitoba undergraduate tuition fees are the third lowest in the country — just above fees in Quebec and Newfoundland/Labrador.

Recently, there have been suggestions that in the next year or two the Manitoba government will allow post-secondary institutions to increase tuition fees. This is what happened in British Columbia, where the Liberal government recently ended a seven-year tution freeze. In 2002–2003 tuition fees in B.C. were raised by 25.7 per cent. This year the increase is 30 per cent. These increases came about in part because of the massive tax cuts introduced by the government shortly after it took power, and they represent a shift of the burden of education funding onto students.

A "user pay" system makes a kind of superficial sense — students benefit from a post-secondary ed-ucation, so should they not pay the cost? However, this argument ignores a wealth of evidence demonstrating that the benefits of an educated population reach far beyond individual students. Among other things, it is now widely recognized that advanced education and training are the key to sustained quali tative improvements in the economy and the character of society. Reductions in and/or the elimination of university and community college tuition fees improve acces sibility to advanced education and stimulate the development of eco-nomic activity in high tech, cultural and related sectors, and the elimination of fees is especially important in improving access for stu-dents from the lower ranks of the income distribution and for single parents and married people. In the mid-1990s Ireland eliminated tuition. As a consequence of the country's enlightened educational policies, high tech products and services have replaced people as Ireland's main export.

Eliminating tuition is not a new idea. During the 1981 provincial election campaign, Howard Pawley, then leader of the NDP, told students at Brandon University that he favoured elimination of tuition fees for undergraduate students. He suggested that elimination of fees would significantly improve Manitoba's workforce and result in both a stronger economy and a better society. The NDP won the 1981 election and the one after that, but nothing further was heard about the idea of eliminating tution fees.

Conditions now are much more favourable to the implementation of such a policy than they were in the 1980s.

Premier Gary Doer and his cabinet colleagues have made it clear that economic growth in the foreseeable future will be based on increases in hydro electric capacity in the province, a significant expansion of post-secondary education at all levels (university, community college, trades training, etc.), and improved job earnings opportunities for all segments of the population.

Many people would seem to support the idea of gradually eliminating tuition fees in Manitoba, recognizing the potential that such a move would have to make our province an economic powerhouse. But even those who are sympathetic voice two main concerns. The first is, can we afford it?

The Department of Advanced Education (and the Council on Post-Secondary Education) report that for the fiscal year 2001–2002, twition fees for all categories of students at universities (undergraduate, professional and graduate) accounted for almost \$102 million or 18.1 per cent of total university revenues. Of the total amount collected in tuition fees by universities, approximately \$58 million or 57 per cent of total tuition fee revenues came from undergraduate students.

There is a similar pattern at the community colleges. In 2001–2002, \$26 million was collected in tuition fees. This represented 20.4 per cent of total college revenues.

Other things constant, therefore, the elimination of undegraduate tutition fees at universities and fees for community college programs in 2001–2002 would have resulted in lost revenue of \$84 million. Currently, this represents roughly three-fifths of the revenues generated by one percentage point on the retail sales tax and about 5.0 per cent of the take from personal income taxes.

In other words, we do have the means to accommodate the elimination of tuition for undergraduate students at universities and students in community college programs. The lost revenues from tuition fees seem large in absolute terms, but relative to total university expenditures and the Manitoba government's total budget the amount lost is comparatively modest. Moreover,

LE MOT DU PRÉSIDENT

Lettre ouverte à Paul Martin

Par VICTOR CATANO

AU nom de l'Association canadienne des professeures et professeurs d'université, je tiens à vous féliciter pour votre élection comme chef du Parti libéral du Canada et, à compter du 12 décembre prochain, comme premier ministre du Canada. Nous nous réjouissons à la perspective de travailler avec vous à améliorer la situation de l'enseignement postsecondaire.

J'ai remarqué récemment dans les titres des journaux que les lob-byistes « faisaient la file à droite » pour chercher à obtenir des réductions d'impôt et une attitude plus amicale envers Bay Street, J'espère que vous étiez sérieux lorsque vous avez dit au congrés d'investiture liberal que vous vouliez bâtir « une société plus humaine, fondée sur la compassion et non pas sur l'indifférence ou l'inaction». Dans l'allocution que vous avez pronon-cée en septembre devant la Chambre de commerce du Montréal métropolitain, vous avez semblé mettre la réduction de la dette nationale en priorité absolue.

Selon un sondage national mené pour le compte de l'ACPPU par le Centre de recherche Décima en octobre 2003, la majorité des Canadiens (68 %) ont placé des préoccupations sociales au premier rang des priorités. Selon eux, les questions les plus importantes sont le financement des soins de santé, l'éducation, l'environnement ainsi que la réduction de la pauvreté et du chômage. En fait, moins d'un Canadien sur cinq met au premier plan des questions de politique financière telles que l'allégement de l'impôt des particuliers et la réduction de la dette nationale.

J'applaudis à l'engagement que vous avez pris dès le départ d'investir plus d'argent dans le programme de santé publique et d'établir le Conseil de la santé au Canada. Il faut surmonter les graves problèmes auxquels est confronté le système de santé du Canada. Nous vous demandons de procéder à une évaluation réaliste du surplus fédéral. Chaque année, ce surplus est sousestimé de plusièurs milliards de dollars qui servent à réduire la dette plutôt qu'à améliorer les services sociaux, y compris la santé et l'éducation. À notre avis, la population canadienne a maintenant saisi cette duperie. Il existe bel et bien des fonds pour remettre en état les systèmes de santé publique et d'éducation. Ce qu'il nous faut, ce sont un engagement et une volonté de votre part.

Nos universités et collèges ont pâti des années pendant lesquelles les gouvernements tant fédéral que provinciaux se sont désintéressés d'eux. Les compressions fédérales opérées dans les paiements de transfert versés aux provinces se sont rèpercutées à l'échelle provinciale sur les établissements postsecondaires, entrainant des augmentations des frais de scolarité en conséquence desquelles bon nombre de parents à revenu moyen ou modique ont dû abandonner l'idée d'envoyer leurs enfants à l'université ou au rollège.

sité ou au collège.

L'education, tout comme la santé, est un ressort des provinces, mais, en ce qui concerne l'enseignement postsecondaire et les soins de santé, le gouvernement fédéral a l'obligation de s'assurer que les Canadiens de toutes les régions du pays ont accés à des services de grande qualité. Le gouvernement fédéral, au sein duquel vous avez joué un rôle de premier plan en tant que ministre des finances, a crée une série de programmes qui se sont essayés, dans le cadre d'arrangements avec les gouvernements provinciaux, à distribuer des fonds directement aux universités ou aux étudiants. Malheureussement, ces

Voir LETTRE OUVERTE à la page A11

See TUITION FEES Page A7



A beautiful dance of influences

BINARY STAR CLUSTERS ARE NOT, in and of themselves, especially rare. Cosmologists estimate that half of the stars in our galaxy are paired off, and that our solitary sun is not at all typical. But each duo's lock-step dance is its response to a beautiful and unique balance of cosmic forces. Like people, no two individual stars are alike, and no two relationships behave in quite the same way. The recent confirmation that star pairs can also harbour planets has dramatically increased the estimated population of planets beyond our solar system.

The University of Windsor is a product of similar forces. It sits astride an international border that confers upon it the combined academic, cultural and social influences of a major American metropolis and those of a mid-sized Canadian city. As if to echo this duality of spirit, the University itself is large enough to offer a comprehensive range of programs – and the resources for exciting cross-disciplinary interaction – in every major academic discipline. And yet we're small enough to afford each faculty member a defined sense of place within the organization and within the community of academics.

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ACTUALITÉS

L'IÉ dévoile son projet anti-commercialisation

LES syndicats et les associations de Jordesseurs d'université dans le monde entier ont dévoilé un ambitieux projet destiné à contrer la commercialisation et la mondialisation croissantes de l'enseignement supérieur.

Rèunis à Dakar au Sénègal, le mois demier, les affiliés de l'enseignement supérieur de l'Internationale de l'Education ont réaffirmé leur opposition au projet visant à inclure l'enseignement dans les accords commerciaux tels que l'Accord général sur le commerce des services et ont convenu de la nécessité de promouvoir un nouvel instrument international fondé sur les valeurs de l'enseignement et non pas sur des valeurs commerciales.

David Robinson, directeur génèral associé (politique officielle et communications) et coauteur de la proposition, a déclaré que les organisations membres de l'IÉ ont vigoureusement dénoncé l'AGCS et les autres accords commerciaux du même genre.

« Aujourd'hui, nous ne limitons pas notre action á la simple opposition á ces accords; nous proposons un nouveau cadre de l'enseignement supérieur international », a dit M. Robinson.

Contrairement aux accords commerciaux, le nouvel instrument énoncera des règles exècutoires destinées à promouvoir l'emploi et les droits professionnels du personnel enseignant du secteur de l'enseignement supérieur et à protéger le pouvoir des gouvernements de règlementer l'enseignement supérieur dans l'intérêt public.

« Cette vision de l'enseignement international est fondamentalement différente du processus courant de mondialisation et de commerce », a prècisè M. Robinson. « L'application de principes commerciaux à l'enseignement supérieur menace d'exercer des pressions commerciales sur les droits de la main-d'oeuvre et de la personne et d'accélèrer l'homogénéisation de l'enseignement supérieur. »

« Notre vision de l'enseignement international est fondée sur la promotion de la diversité culturelle et linguistique, l'élargissement de l'accès, l'enrichissement de la qualité et la facilitation du développement international. »

Au cours de la discussion sur la proposition, les délègués ont également convenu que le développement doit être au centre du programme global d'enseignement supérieur et de recherche.

« L'Internationale de l'Éducation et ses affiliès doivent fournir un

appui concret aux syndicats de l'Afrique et des autres pays en voie de développement et tisser des liens de solidarité avec eux de sorte qu'ils puissent trouver et mettre en oeuvre leurs propres solutions », a déclaré Elie Jouen, sous-secrétaire général de l'IÉ. « Nous devons ainsi reconnaître que les problèmes et les solutions varieront d'une région à l'autre et d'un pays à l'autre. En rejetant le modèle de programme uniformisé de la Banque mondiale, nous devons prendre garde de tomber nousmèmes dans le même piége.

Les représentants de l'Afrique

Les représentants de l'Afrique on souligné que la diversité des interventions nationales attendues ne peut se réaliser que si les syndicais des pays en voie de développement se font entendre et si de véritables partenariats sont formés entre eux et leurs homologues des pays industrialisés.

homologues des pays industrialisés.

« Nous avons utilisé le langage de la solidarité internationale et de la communauté internationale qui est l'enseignement supérieur », a dit Nyamien Messou N'Guessan, un syndicaliste de la Côte d'Ivoire.

« Il nous faut faire plus pour traduire le langage en réalité.

Les délègués ont aussi fait observer que l'échec des politiques d'ajustement structurel imposées aux pays en voie de développement par la Banque mondiale impose une grande responsabilité à la communauté intemationale. Les programmes d'ajustement structurel dans le secteur de l'éducation s'accompagnent généralement d'un mouvement de privatisation et de compressions au sein du secteur public qui fragilisent la capacité des pays en voie de développement à mettre sur pied un système national robuste d'enseignement supérieur et de recherche. « Les dommages causés par ces mesures primitives et inadéquates ne peuvent pas être réparés facilement », a dit Louis M'Bemba Soumah, un délégué de la Guinée.

La conférence s'est terminée par un appel à réunir davantage de ressources pour l'enseignement supérieur et la recherche dans les pays en voie de développement et à reconnaître que les universités et les collèges forment une composante nécessaire de l'infrastructure d'une nation.

« La conférence s'est déroulée sous le thème unificateur de la réaffirmation des valeurs de l'éducation en tant que déterminants de l'avenir de l'enseignement supérieur et de la recherche », a dit M. Robinson. « Cela conteste fondamentalement la validité du paradigme du commerce et de la mondialisation.) »

English on page A6.

HOMEWORK!

Finding the Counterfeits

The police have found a cache of six rolls of coins, each with 25 coins. They know that the coins in each of the rolls are either entirely genuine or entirely counterfeit, but they do not know how many or which of the rolls are counterfeit. The weights of each true and each counterfeit coin are known, with each counterfeit coin one gram lighter than each true coin. Show how the police can make a selection of coins from the rolls and determine with a single weighing on a graduated scale which rolls are counterfeit.

Homeworkl, a regular feature of the Bulletin, comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. Answer on page B1.

NEWS ACTUALITÉS

Faculty Act to End Exploitation of Part-Time Educators

Nationwide week of action highlights issues facing contract staff.

RACULTY associations nationwide rallied in October in a concerted effort to publicize how universities are shortchanging contingent academic staff members.

"Part-timers are trapped in a life of economic hardship and grim working conditions," said Vicky Smallman, CAUT's organizing and collective bargaining officer, who moderated events as they unfolded across the country during the fiveday campaign.

"They have no job security or rights, no benefits and poor wages. One of the main goals of Fair Employment Week was to inform students, faulty and staff about the plight of these teachers."

She said despite a steadily growing number of contingent workers teaching graduate and undergraduate courses, they're often "invisible" on campus.

"Most don't have office space, or telephone numbers or e-mail," Smallman said. "They're not listed in course outlines and not mentioned on web sites. Students don't necessarily know which of their professors are working on contract. Even department colleagues may be unaware of contract academic staff, their backgrounds, their career goals or their issues."

Faculty associations used a variety of creative tactics in educating their campus communities about the less than optimal working conditions of contract academic staff.

The University of British Columbia Faculty Association put up 500 silhouettes of "invisible academics" on lawns and buildings around campus, set up an information display featuring sessionals' biographies and publications and distributed peanuts to represent sessional wares.



Invisible Academics — Fair Employment Week takes over a hill outside the student union building on the University of British Columbia campus.

The University of Regina Faculty Association showcased a poster series on bulletin boards throughout the campus promoting the achievements of their sessional members. Posters asked questions like "Do you know ... there's a sessional in English who won the 2002 Saskatchewan Book Award for nonfiction?" with a reminder that half of Regina's classes are taught by session-

als who have no job security.

At Wilfrid Laurier University, the faculty association used the week to encourage part-time and full-time members to get together and learn more about each other and held a "cram-in" where people were squeezed into a tiny of fice to underscore the inadequate workspace typically provided to contract academics.

The Windsor University Faculty Association sponsored Linda Janakos' documentary Teachers on Wheels and featured a pre-screening DJ performance by a sessional instructor from communication studies, spinning protest songs in a heavily-trafficked area and firing up the crowd with his commentary about social justice and the plight of sessionals on campus.

Part-timers tend to be exploited, Smallman said, and Fair Employment Week raises important issues that people should talk about.

"I hope the campaign changes the way people think about contract educators and how they impact the rest of the campus," she said.

Version française à la page All.

Les audiences sur le droit d'auteur piétinent

«LA dernière étape du processus de réforme du droit d'auteur a mal démarré », a déclaré Ken Field, président du groupe de travail sur la propriété intellectuelle de l'ACPPU.

Tout au long des mois d'octobre et de novembre, le Comité permanent du patrimoine canadien de la Chambre des communes a tenu des audiences sur les modifications possibles à apporter à la loi. Le processus, qui devrait se poursuivre dans la nouvelle aunée, aura des répercussions importantes sur le monde universitaire.

« La question qui se pose en l'occurrence est celle de savoir comment la société perçoit le savoir », a fait valoir M. Field. « Fait-il partie intégrante du patrimoine commun de l'humanité? Ou est-ce un bien qui peut être entièrement acquis et immobilisé par des intérêts privés? »

Le débat parfois très animé qui seint devant le comité tourne autour de la question d'équilibre. D'un côté, les « utilisateurs » — ceux qui font utilisation du matériel visé par le droit d'auteur — soutiennent que la loi doit représenter équitablement les intérêts non seulement de ceux qui sont propriétaires du matériel visé par le droit d'auteur mais aussi de ceux qui l'ècoutent, le lisent et l'empruntent. De l'autre côté, les « propriétaires » estiment que la loi doit avoir pour objet d'accroître les intérêts financiers de ceux qui détiennent les droits d'auteur sur le matériel visé.

« La Cour suprême du Canada est très claire à ce sujet », de préciser M. Field. « La cour a statué que la Loi sur le droit d'auteur visait à faire en sorte que la diffusion des oeuvres soit dans l'intérêt public et que les créateurs soient justement récompensés.

récompensés.

M. Field se demande si les travaux sur la question s'enlisent parce que les lobbyistes des propriétaires ont très bien su se présenter comme la voix de l'artiste individuel.

« Ils s'autorisent à penser qu'une seu chose peut intervenir entre les jeunes artistes canadiens et la mort par inanition : une version plus restrictive de la Loi sur le droit d'auteur », a dit M. Field. « Et le comité avale cet argument. »

Selon M. Field, les lobbyistes du secteur ont certes su utiliser stratégiquement l'image de l'artiste crevant de faim, mais les gens en général commencent à percer à jour cette tactique.

« La justice pour les écrivains, les peintres et les sculpteurs doit se trouver au centre d'une politique culturelle », a soutenu M. Field. « L'ennui, malheureusement, c'est que dans un contexte de consolidation massive de l'industrie du disque, de l'édition, de la radio et de la télévision, un gouffre se creuse entre les intérêts des artistes individuels et ceux de leurs partenaires commerciaux. »

Il a cité l'exemple de Jonathan Tasini, l'ancien président de la National Writers Union aux États-Unis, qui a menê contre le New York Tîmes une longue bataille juridique — qui lui a donné gain de cause en bout de ligne — en vue de protéger les droits des rédacteurs pigstes. M. Field explique que Tasini a formé une alliance avec l'American Library Association à qui il attribue une part importante de sa victoire devant la Cour suprême des États-Unis.

« L'affaire Tasini représente le début de la fin de la dichotomie traditionnelle entre les créateurs et les utilisateurs du matériel visé par le droit d'auteur. Ce qu'il y a d'étonnant dans l'affaire Tasini contre The New York Times, c'est que les rédacteurs comme les bibliothécaires, les créateurs comme les utilisateurs se sont élevés ensemble contre les propriétaires — l'industrie de l'édition. »

M. Field signale que le comité du patrimoine de la Chambre des communes doit se pencher sur une autre question délicate : la prolongation possible du délai de protection imparti par la Loi sur le droit d'auteur. À l'heure actuelle, la loi protége une oeuvre pendant la vie de l'auteur plus 50 ans, après quoi l'oeuvre passe au domaine public et peut être utilisée et reproduite sans restriction. Les propriétaires de droits d'auteur veulent que le délai de protection soit porté à « la vie de l'auteur plus 70 ans ».

« La "question de prolongation" illustre parfaitement ce en quoi consiste la phase courante des travaux de réforme », a ajouté M. Field. « Au moment où le droit d'auteur sur les biens de société tels que Mickey Mouse arrive presque à expiration, les grandes maisons d'édition aspirent à la refonte de la loi en leur faveur afin de protèger leur monopole aux depens du domaine public. Il est ridicule de laisser entendre que cette action vise d'une manière ou d'une autre à aider les créateurs individuels, mais c'est de cette façon que les propriétaires essayent de vendre leur salade. »

Bien que M. Field se dise déçu du ton qu'ait pris la première série d'audiences tenues par le comité, il demeure persuadè que les milieux savants peuvent encore façonner la loi d'une façon qui tienne compte de l'intérêt public en général dans un droit équilibré. « La loi sur le droit d'auteur

« La loi sur le droit d'auteur ne posait pas réellement un problème dans le monde universitaire d'il y a cinq ans, mais une passion pour la question est en train de s'y développer », de conclure M. Field. « Si cette passion peut mobiliser une action politique, alors le domaine public a encore une chance ». ■

English on page A2.

HOTO MICHELLE MAYNE/THE LIGHSGEY ...

CAUT-Decima Poll Shows Tuition Fees Deter Student Access

NEARLY seven in 10 Canadians believe that today's tuition fees are keeping qualified people from getting a university or college educa-tion, according to a public opinion survey commissioned by CAUT.

The poll, released last month, found that 68 per cent of respondents agreed that tuition fees are deterring access, while just 16 per cent disagreed. In Atlantic Canada, nearly 80 per cent expressed concern about the impact of fees on accessibility.

Concern about rising fees cut across the political spectrum, with more than half of Liberal, Tory, Alliance, and NDP supporters strongly agreeing that fees are discouraging qualified Canadians from going on to university or college. Supporters of the Bloc Québêcois express less concern, likely a reflection of the ongoing tuition freeze in Quebec that has given the province the lowest fees in the

"The level of tuition is the key issue for Canadians when it comes to assessing the state of post-secondary education in the country, said CAUT president Victor Catano. "It's an issue that's hitting more and more families right where it hurts - in their pocketbook."

As tuition fees continue to rise, Canadians are expressing growing dissatisfaction with the way the federal and provincial govern-ments are handling post-secondary education.

When asked to grade Ottawa's performance in ensuring all qualified Canadians have access to high

quality college or university eduation, nearly four in 10 say Ottawa has done a poor job. Less than 2 per cent give the federal govern-

ment an excellent rating.

When asked to judge their pro vincial government's handling of post-secondary education, more than one-third (40 per cent) of respondents in Atlantic Canada, Ontario and Alberta give their province a poor rating. More than 50 per cent of British Columbians say their provincial government has done a poor job when it comes to promoting access to universities

and colleges.
"This is an issue that politicians of all stripes can't ignore much longer," Catano says

Criticism of the federal government's handling of post-secondary education is even stronger among Liberal party supporters, more than one-third of whom say Ottawa is doing a poor job.

The Decima Research poll, conducted Oct. 17–26, just prior to the announced merger of the Tory and Alliance parties, shows that if an election were held in October, the Liberals would easily capture their fourth consecutive majority government. Nationally, support for the Liberals has risen to nearly 52 per cent, with the Tories in distant second place at 16 per cent. The NDP enjoys the support of 12 per cent of Canadians, while Alliance support has fallen to just 8 per cent.

The Liberals now lead in every region of the country, and have

commanding leads in Allantic Canada (46%), Quebec (52%), Ontario (60%) and British Columbia (47%). In Alberta, the Liberals are at 35 per cent of popular support, five points ahead of the Alliance, while in Saskatchewan and Manitoba the Liberals, at 37 per cent, are holding onto a nine-point advantage over the second-place NDP.

The survey also shows that postsecondary education is likely to be a key issue in what is widely expected to be a spring election.

One-third of Canadians say the

party that has the best plan to improve health care will get their vote, followed by 20 per cent who say reducing unemployment and poverty, and 11 per cent who identify tax cuts as the issue that will help determine their voting intention

However, when asked to choose the second most important election issue, about 15 per cent support improving post-secondary education.

"This signals that many people concerned about health care are also worried about the state of our universities and colleges," Catano said. "I think there's an important role for CAUT and for local associations to play in the upcoming election to ensure that post-secon dary education is a key focus of the campaign."

The Decima poll results are based on telephone interviews with 2,000 adults across the country and are considered accurate within ± 2.2 per cent, 19 times out of 20.

Version française à la page A10.

Reality Check for Women in the Contract Academic Workforce

Myth: Most contract academics are women.

Fact: Men & women hold almost the same number of contract academic postions.

ACCORDING to a survey conducted and from 1990 to 1992 of 20 universities across Canada, men and women are almost equally represented in the per course con-tract academic workforce (Rajagopal, 2002). Similarly, a 2001-2002 Statistics Canada report showed that almost 50 per cent of the non ten-ure-track limited-term positions in universities and colleges were held by women (CAUT, 2003).

However, there are substantial income differences. Rajagopal reports the average annual earnings of part-time women faculty at \$30,000-\$39,000, while that of men's is \$50,000-\$59,000. This difference is despite a higher workload for women contract academics - 33 per cent teach three or more courses, compared with a male average of 27 per cent. And because female part-timers teach more than male part-timers, they have less time for research, making them less competitive for full-time tenuretrack positions when they become available.

There are also differences between the number of men and wo men employed as contract academics in various disciplines. For example, faculties like health and humanities have a higher proportion of women (57% and 54%), while in law, business administration and applied sciences only 24.7%, 23.9% and 18.6% of part-timers are women (Rajagopal). Not so coincidentally, health sciences and the humanities are also the academic units that receive less outside funding than those with a higher concentration of male faculty.

In addition, women are more highly concentrated in contract academic positions than in tenured or tenure-track positions. Only 40 per cent of tenure-track positions are held by women. Just 25 per cent of tenured professors are women.

Article contributed by CAUT's Contract cademic Staff Comr

CAUT. (2003), CAUT Almanac of Post

Secondary Education in Canada. Rajagopal, I. (2002). Hidden Academics: Contract Faculty in Canadian Universities. Toronto: University of Toronto Press.

Version française à la page A10.

El Project to Fight Commercialization

ACADEMIC staff unions and asso-ciations from around the globe have unveiled an ambitious project designed to counter the increasing commercialization and globalization of higher education.

Meeting in Dakar, Senegal last month, the higher education affili-ates of Education International reaffirmed their opposition to including education in trade agreements like the General Agreement on Trade in Services and agreed on the need to promote a new international instrument based on educational, not commercial values.

David Robinson, CAUT's associate executive director of policy and communications and one of the proposal's authors, said EI's orgations have been strong critics of GATS and other trade agreements like it.

"Today, we're moving beyond just opposing these agreements to proposing a new framework for international higher education," Robinson said.

In contrast to trade agreements, the new instrument would set out legally binding rules to promote the employment and academic rights of higher education teaching personnel and preserve the ability of governments to regulate higher education in the public interest.

"This vision of international

education is fundamentally different from the current process of glob-alization and trade," Robinson said.

"The application of trade principles to higher education threatens to lock-in commercial pressures over labour and human rights and accelerate the homogenization of higher education.

"Our vision of international education is one based on the promotion of cultural and linguistic diversity, a broadening of access and quality and the facilitation of inter-national development."

In discussing the proposal, del-egates also agreed that development must be at the heart of the global higher education and research agenda.

"Education International and its affiliates must provide solidarity and concrete support for the unions in Africa and other developing nations, in order that they can find and put into effect their own solutions," said Elie Jouen, El's deputy general secretary. "In doing so, we must recognize that the problems and the solutions will vary from region to region and country to country. In rejecting the World Bank's 'one size fits all' prescription, we must not fall into the same trap ourselves."

African representatives emphasized that the diversity of national responses that are required can only be achieved if union voices in developing nations are heard, and real partnerships are forged between them and their counterparts in industrialized countries.

"We have spoken the rhetoric

international community that is higher education," said Nyamien Messou N'Guessan, a trade unionist from the Ivory Coast. "We must do more to give the rhetoric reality.

Delegates also noted that the failure of structural adjustment poli-cies imposed by the World Bank on developing nations places a major responsibility on the international community. Structural adjustment programs in the education sector have usually been accompanied by privatization and public sector cutbacks that have undermined the ability of developing countries to build robust national higher education and research systems. "The damage done by these crude and inappropriate measures cannot easily undone," said Louis M'Bemba Sou-mah, a delegate from Guinea.

The conference concluded with a call for more resources for higher education and research in developing countries and for universities and colleges to be acknowledged as a necessary element of a nation's infrastructure

"A unifying theme of the con-ference was the reassertion of educational values as the determinants of the future of higher education and research," Robinson said. "This fundamentally challenges the validity of the 'trade' and globalization paradigm." ■

Version française à la page A4.

An Open Letter to Paul Martin

From PAGE A3

problems solved. The federal government has long played a role in funding post-secondary education, as it has health care. Access and quality of post-secondary education will erode further unless core funding is restored to pre-1990 levels. During the early 1980s, federal funding was equivalent to 0.5 per cent of Canada's gross domestic product, a measure of our wealth. It will take an additional \$2 billion a year in federal funding to get back to this level, which is needed to ensure that Canada enjoys the economic, social and cultural benefits of its post-secondary system. The provincial governments, for their part, must be accountable for placing these new funds into pub-

lic, post-secondary education.
Programs such as the Millennium Scholarships and Canada Education Savings Grants have not worked well. Millennium Scholarships are available to only seven per cent of students and in some provinces, like Ontario, have been used to replace provincial commitments - denying students any ad-ditional benefit. Statistics Canada data shows that less than one-quarter of families earning less than \$25,000 are able to save an average of \$2,400 for their children's edu-cation. The Canada Education Savings Grants benefit the wealthiest Canadians.

What we are experiencing, Mr. Martin, is not a brain drain but rather a brain waste. The new economy you envision will not take place if we continue to make access to education dependent on income. Canada remains one of the few indus-

trialized countries without a national system of needs-based grants.

Neither will we develop a new economy if we distort the research process by emphasizing commer cialization. We must give our students and researchers the chance to create. to explore and to investigate without the pressure to undertake only those projects that can be quickly commercialized. I am not at all op-posed to commercialization, but I become concerned when I hear you speak of the need to maintain basic research funding to universities as an investment whose return is measured by the number of new companies and

new jobs that research creates. I agree with Mike Lazaridis, coinventor of the Research in Motion BlackBerry, who made the point, in a recent forum at the University of Waterloo, that you cannot push scientists to commercialize their work, or force them to be relevant. As he said, "What we need are for those creative people to be left to of creative people to be left to do creative things just for the hell of it," and when they do they will figure out something "that is a game changer, that forms the raw material for industry to capitalize and turn into wealth and security for the rest of us."

Mr. Martin, these are only a few of the many issues confronting our universities and colleges. In your Montreal talk you said your mes-sage was: "It cannot be business as usual. Nor, I might add, can it be government as usual." My colleagues and I would be very pleased to meet with you to discuss the changes that need to be made to move away from the "usual" and to make the Canadian post-secondary education system one of the best in the world. ■

NEWS ACTUALITÉS

Forum: Education Delivery Solutions

MORE focus on the importance of postsecondary education to Canadian society, a need for increased, stable and predictable funding to support postsecondary education, and improved student aid were the key recommendations coming out of a recent policy forum sponsored last month by the Progressive Conservative Party of Canada.

The forum featured a panel discussion with representatives of the Canadian Federation of Students, the Canadian Alliance of Student Associations, the Federation des étudiantes universitaire du Quèbec and CAUT. Paul Jones, policy and education officer for CAUT, broached the association's propos-

al for a Canada Post-Secondary Education Act. The program also included presentations by guest speakers Don Drummond, senior vicepresident and chief economist at TD Bank Financial Group, and William Easton, chair of the National Professional Association Coalition on Tuition.

During the roundtable on postsecondary education and lifelong learning, panel members developed a consensus on the challenges facing post-secondary education in Canada and the steps necessary to restore the system to health.

restore the system to health.

Chronic underfunding by federal and provincial governments was acknowledged as the basic prob-

lem and the symptoms of this underfunding — deteriorating physical infrastructures, declining numbers of academic staff and rapid tuition increases — were identified. The session wrapped up addressing some of these issues, including restoring federal funding for post-secondary education through a new accountability-based mechanism of federal/provincial transfer payments, making needs based grants a higher component of student financial aid, easing the burden of massive debt loads by amending the Bankruptcy Act to make it fairer to students and extending the student loan repayment grace period from six months

Report Decries Secrecy in U.S. Zeal for Security

From PAGE A1

and it recommends that faculty expand their efforts to alert the public and colleagues in the academic community of potential new threats to academic freedom with an eye toward seeking early and effective intervention in the law and policymaking processes.

At the campus level, the report urges faculty to participate in developing institutional policies to protect academic freedom against governmental constraints. The policies would address issues such as the acceptance of classified research grants and contracts, access to personal computer files and the sharing of information with external agencies about library and student records

The special committee cautions that the impact of Sept. 11 on academic freedom is far from over, and it promises to continue to monitor conditions for academic freedom.

The full report is available at www.aaup. org/statements/REPORTS/Post9-11.pdf.

Le Parti conservateur tient son forum sur l'enseignement postsecondaire

ACCENTUER l'importance du rôle de l'enseignement postsecondaire dans la société canadienne, accroître le financement de l'enseignement postsecondaire, mobiliser des fonds stables et prèvisibles et amèliorer les programmes d'aide aux ètudiants : ce sont là les principales recommandations qui ressortent d'un forum d'orientation parrainè le mois dernier par le Parti progressiste-conservateur du Canada.

Le forum a consisté entre autres dans un débat d'experts auquel ont participé les représentants de la Fédération canadienne des étudiantes et étudiants, de l'Alliance canadienne des associations d'étudiants, de la Fédération des étudiants universitaires du Québec et de l'ACPPU.

L'agent des politiques et de la formation de l'ACPPU, Paul Jones, a mis de l'avant la proposition de l'association concernant une loi sur l'enseignement postsecondaire au Canada. Divers conférenciers invités y ont fait des exposés, notamment Don Drummond, premier viceprésident et èconomiste en chef, Groupe Financier Banque TD, et William Easton, président de la Coalition des associations professionnelles nationales sur les frais de scolarité.

Les participants à la table ronde sur l'enseignement postsecondaire et l'apprentissage permanent se sont mis d'accord sur les défis auxquels est confronte l'enseignement postsecondaire au Canada et sur les mesures à prendre
pour rétablir le système. Le sousfinancement chronique du secteur
par les gouvernements fèdéral et
provinciaux a été prèsenté comme
le problème fondamental dont les

symptòmes sont la détérioration des infrastructures matérielles, la baïsse du nombre d'universitaires et l'augmentation rapide des frais de scolarité.

La sèance s'est conclue sur l'étude de ces questions ainsi que des mesures qui s'imposent, par ex-emple rétablir le financement fèdéral au titre de l'enseignement postsecondaire par la voie d'un nouveau mécanisme de paiements de transfert fèdéraux-provinciaux qui serait axe sur la responsabilisation, faire d'un programme de bourses accordées suivant les besoins une composante importante de l'aide financière aux étudiants, attênuer le fardeau de dettes massives en rendant la Loi sur la faillite plus juste pour les étudiants et prolonger jusqu'à un an le délai de grâce de six mois accorde pour le remboursement des prêts étudiants.

Eliminating Tuition Fees Would Make Manitoba a National Leader

From PAGE A3

as new hydropower comes on stream in the not too distant future our capacity to fund this initiative (and other programs aimed at increasing investment in our population) will increase dramatically as a result of increased exports of hydropower and rising output and incomes associated with new investments related to hydropower.

The second concern is that becoming the first province with no tuition fees would result in thousands of students pouring in to Manitoba, collecting a free university education and then immediately departing. In other words, Manitoba would be paying to educate other provinces' workers. This scenario is a plausible one, although it is mitigated by the very real benefits associated with an influx of educated young people to the province, even just for a few years. Still, because of interprovin-

cial migration, over the longer term the federal government should finance the elimination of tuition fees in all jurisdictions. Yet progress is unlikely in the absence of action by one of the provinces.

We feel the issue should be viewed as an opportunity for Manitoba to show some leadership to the rest of the country by proceeding with a program that will transform in a fundamental way our approach to funding advanced education. Manitoba can do for post-secondary education what in the 1950s and 1960s Saskatchewan did for health care.

Errol Black is a City Councillor in Brandon and a retired professor of economics and Brandon University. Robert Chernomas is a professor of economics at the University of Manitoba.

Reprinted from Fast Facts with the permission of the Canadian Centre for Policy Alternatives, Manitoba, Nov. 5, 2003.

The views expressed are those of the authors and not necessarily those of CAUT.

Grievance Officers Air Issues at CAUT Workshop











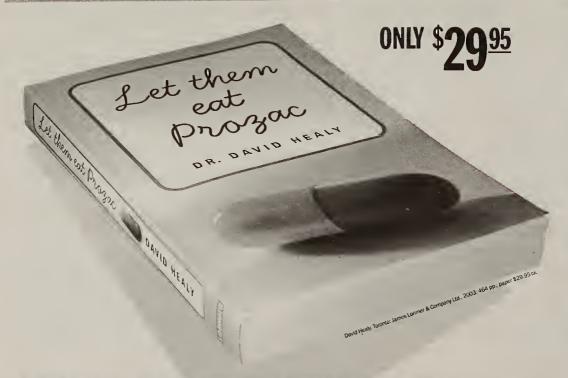
Clockwise (from bottom left) — Michele Murray (Bishop's), Colin Stuttard (Dalhousle), Mark Gabbert (Manitoba), David Bell (Simon Fraser), Frances Dorsey (NSCAD) & Alvin Finkel (Athabasca).

CAUT brought together grievance Officers from faculty association's across Canada for the association's first annual senior grievance officers workshop Nov. 7-9 in Ottawa. In his opening remarks, CAUT president Victor Catano underscored the importance of the work undertaken by grievance officers as guardians of their associations' collective agreements. Subsequent sessions dealt with the grievance process and the relationship between grievance officers and their associations, confidentiality in the grievance pro-

cess, member versus member disputes, and the settlement and arbitration processes.

The workshop concluded with a discussion of the practical prob-

lems that associations face in the recruitment, training and mentoring of new grievance officers and how these issues can be overcome. THE NEW CAUT SERIES TITLE Published by James Lorimer and Company Ltd.



This very important book will demonstrate beyond your worst dreams that the commercial needs of Big Pharma are the natural-born enemy of independent scientific research.

- John Le Carré

Let Them Eat Prozac

Here is a frank examination of the pharmaceutical industry and of one of the most popular drugs of the last twenty years by a psychiatrist who has been a consultant to many of the top companies.

Sales of Prozac, Paxil and Zoloft now account for billions of dollars worldwide. Despite outward expressions of confidence in these new miracle drugs, drug companies and researchers still do not know exactly how they work, or what their potential side effects are.

After years of consulting to the major companies, independent study, and prescribing Prozac and its sister antidepressants, David Healy shows that some of the patients taking Prozac, Paxil and Zoloft can become suicidal and commit suicide at a much higher rate than if they had been left untreated. The manufacturers have refused to acknowledge this risk, key national regulators have not taken

appropriate steps to protect the safety of their citizens, and critics of these drugs have been harassed and threatened.

In this book David Healy describes his transition from drug industry consultant to independent-minded critic. We meet leading figures in drug research, industry promotion, and government regulators. We are taken into the back rooms of lawsuits where industry experts go head-to-head with lawyers and victims families looking for compensation for apparently Prozac-induced suicide. We see the medical writing agencies pharmaceutical companies use to ghost write academic articles that appear in prestigious medical journals.

Near the conclusion of the book we witness Healy being offered a prestigious job at the University of Toronto, then having the offer rescinded after a talk that raised issues discussed in this book.

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BY DAVID HEALY

Dr. DAVID HEALY Is Reader in Psychological Medicine at the University of Wales College of Medicine and Visiting Professor of Medicine at the University of Toronto. He is author of more than 120 peer reviewed articles and more than a dozen books, including The Antidepressant Era (Harvard) and The Creation of Psychopharmacology (Harvard).

BOOKSHELF COIN DES LIVRES

QUICK REVIEWS



The Montreal Massacre: A Story of Membership Categorization Analysis

Peter Eglin & Stephen Hester, eds. Waterloo, Ontario: Wilfrid Laurier University Press, 2003; 167 pp; paper \$29.95 ca.

The Montreal Massacre: A Story of Membership Categorization Analysis adopts an ethnomethodological viewpoint to analyze how the murder of women by a lone gunman at the Ecole Polytechnique in Montreal was presented to

the public via media publication over a two-week period in 1989. All that the public came to know and understand of the murders, the murderer and the victims was constituted in the description and commentaries produced by the media. What the murders became, therefore, was an expression of the methods used to describe and evaluate them, and central to these methods was membership category analysis — the human practice of perceiving people, places and events as "members" of "categories," and to use these to explain actions. As a contribution to sociology and as a demonstration of the significance of ethnomethodology for understanding social life, the book reveals the methodical and particularly categorial character of how sense is made of events such as the Montreal Massacre and how such methodical and categorial resources are central to human interaction.



Who's Who in Black Canada: Black Success and Black Excellence in Canada

Dawn Williams . Toronto: D.P. Williams & Associates, 2002; 421 pp; hardcover \$59.99 ca., paper \$39.99 ca.

Canada's Blacks are trailblazers and innovators. But just who are they? If you've ever wondered who the leading Black citizens are in our society — in business, education, law, medicine, the arts, religion, science, politics,

and other sectors, but didn't know how or where to get this information, then look no further than the inaugural edition of Who's Who in Black Canada. This contemporary directory profiles more than 700 highly successful individuals from across Canada: professionals and influential people who are making a difference in Canadian society. A useful resource for all communities, this volume contains biographies arranged alphabetically and is indexed by province and primary activity/profession.



Canada: The New Millennium Series

Elizabeth McIninch, ed. Richmond Hill, Ontario: Carol-Canada Publications Ltd., 2003; 224 pp; hardcover \$59.95 ca.

Canada: The New Millennium Series highlights our nation's accomplishments through highly-informative original articles by leading Canadians. Among them are historian Desmond Morton's overview on Canadian history, author and poet Rosemary Sullivan's survey of art and literature, the Hon. Allan

Rock on industry, Bank of Canada governor David Dodge's take on the economy, and regional dignitaries who depict the vitality of their provinces and territories. The volume also reprints examples of writing on Canada — among them astronaut Roberta Bondar's poetic paean to nature, and writer Peter C. Newman on the importance of Canada's waterways. Captivating wildlife close-ups, aerial shots and scenes of northern natural beauty, candid images of children from Canada's many cultures, Canadian art and many moments from across the country and through the seasons fill the book, with nearly all 400 images by the great landscape photographer Malak Karsh, who served as photo editor, in his last major project before his death. This book is the seventh in The New Millennium Series, an ambitious international project that originated in Iceland.

A Skewed View of Liberal Education in Canada



The Erosion of Democracy in Education: From Critique to Possibilities

John P. Portelli & R. Patrick Solomon, eds. Calgary: Detselig Enterprises Ltd., 2001; 328 pp; paper \$26,95 ca.

By JOHN LEWIS

IN 1925, a British Columbia Royal Commission insisted that: "The development of a united and intelligent citizenship should be accepted without question as

cepted without question as the fundamental aim of our schools." According to the leaders of the day, school systems were not simply social organisms set up for individual enlightenment but also ones meant to unite the clitzenry in its political project. The authors of *The Erosion of Democracy in Education* allege that recent educational changes in Canada are eroding this belief and, by extension, damaging the quality of our democracy.

damaging the quality of our democracy. Coeditors John P. Portelli, professor of education at the Ontario Institute for Studies in Education of the University of Toronto, and R. Patrick Solomon, associate professor in the faculty of education at York University in Toronto, have assembled an impressive collection of essays by distinguished theorists who question the conviction that certain fashionable educational reforms are improving Canadian society. The authors argue that many of today's reforms – including standardized tests, corporate involvement in schools and outcome-based education schemes – are antithetical to democracy and, thus, dangerous.

Since the 1980s, for example, the democratic emphasis of education has become "supplanted by an economic agenda" in which "political and economic lites [push] for education to prepare students for the new global economy." (p. 36) According to the authors, the result of this change has been a reduction in citizens' participation in public life, replaced instead by a more privatized and managed conception of education in Canada.

In their introduction, Portelli and Solomon lay out a contrasting view to the "neoliberal" one. They urge for education which transforms society through increasing public participation by privileging "student voice rather than student choice" (p. 19) and emphasizing communal rather than individual (i.e., private) interests. The authors critique the common view that schooling is principally meant for individual growth. They argue that child-centred pedagogy which focuses obsessively on topics relevant only to students is harmful to democracy because it places an unreasonably high premium on autonomy while ignoring is sues of diversity, for example, even where the student population is relatively heterogeneous. Instead, these authors prefer schooling which is more holistic and inspires greater "democratic action."

Subsequent chapters continue this theme, dealing with both critiques of and possibilities for Canadian education. Portelli and Ann Vibert from Mount Saint Vincent University in Halifax, for example, tell us what's wrong with the push toward standards in our modern society. Standards concerned only with increasing outcomes on some scale of measurement without regard for the value of outcomes they produce are not only ineffective at encouraging participation but also destructive for society. At their worst, "abstract" standards can be viewed as a means of political control.

The common view of standards in education masks includies in our society, according to Portelli and Vibert, because the proponents of standards assume we live in a meritocracy in which common standards are the unbiased solution to inequity. What's the use of measuring student outcomes with no concern for structural and social impediments to actual achievement, for instance? Or, as York University's Sharon Murphy dryly points out in a later chapter, "No-one has ever grown taller as a result of being measured." (p. 145)

Other chapters take on this theme of educational shortfall persuasively. David Mackinnon exposes outcomes based programs in Adantic Canada as too "technical/instrumental" and "behaviouristic," claiming they do little to broaden community input and improve equity (two important democratic themes).

Solomon and Andrew Allen examine the "discontinuity" between theory and practice that newlytrained teachers often experience upon entering the classroom. Fresh teachers, for example, can face unsupportive colleagues in their efforts to introduce practices with the potential of transforming classrooms.

And Nina Bascia details the negative effects on students and teachers of the "pendulum swings" in policy behind English as a Second Language (ESL) programs. Given that ESL is about keeping cultural minority students from being left behind, Bascia's chapter provides a powerful challenge for much of contemporary orthodoxy by showing how reforms to certain programs — including reductions in funding — promote inequality.

ing — promote inequality.

One of the most interesting chapters for theorists of education, though, is a wide-ranging chapter by Ken Osborne. In it, the author discusses more generally the "democratic deficit" as it relates to education — the way, for example, that the rhetoric about democracy has little to do with the reality of what's happening in schools. Unfortunately for me, however, this chapter raises more questions about the book's content than it answers. There is no attempt in the essay (or the book, for that matter) to deal with the more basic question of why there is support for many of the reforms. Why is the reform movement so popular, for example? Isn't it the product of the kind of "liberal education" promoted since the commission of 1925?

Osborne's article makes one wonder what concept of democracy the authors were working with throughout the text. It seemed to be a much more participatory one than most Canadians deem desirable — given tumbling voter turnouts and the growing slide toward individualism among the populace — which makes the book less about "Canadian" democratic desires than about the authors'. Why argue for politically liberal education, then repudiate the results of it by urging for a wholly different outcome? Osborne takes this step by arguing for learning which is context bound (by liberal capitalist democracy, for example) and then lamenting the types of social structures (the individualist society) that it produces.

Since when, for example, does the notion of community necessarily belong in a society such as ours which now sees itself as essentially "liberal," bound to a charter of rights? I suspect Osborne and others are speaking more to education in a "multicultural" or communitarian setting than a purely liberal one, but more needs to be done to explain this.

The majority of the chapters, like Osborne's, are strong on critiques and make the case that educational reforms are eroding the kind of democracy that Portelli and Solomon advocate. It's a view to which I'm particularly sympathetic. Nevertheless, a deeper and richer sense of what "democratic" educators want is still necessary if Canadians have any hope of reversing many of our most antidemocratic policies.

John Lewis recently defended his PhD dissertation "Lessons for Human Rights Advocacy: Education and the Limits of Political Liberalism" at the Ontario Institute for Studies in Education at the University of Toronto. He lives in Toronto.

NEWS ACTUALITÉS

Quelle est la réalité de la situation des femmes universitaires contractuelles?

Mythe: La majorité des universitaires contractuels sont des femmes.

Réalité : Les femmes et les hommes occupent presque le même nombre de postes de contractuels dans les universités.

SELON une enquête réalisée de 1990 à 1992 auprés de 20 universités canadiennes, les taux de représentation des hommes et des semmes dans la catégorie des universitaires contractuels rémunérés selon la charge de cours sont presque identiques (Rajagopal, 2002). De même, selon un rapport 2001-2002 de Statistique Canada, les femmes occupent presque la moitié des postes de durée limitée qui ne mènent pas à la permanence dans les universités et colléges (ACPPU,

Il existe toutefois des différences de revenu importantes. Selon Rajagopal, le salaire annuel moyen des femmes universitaires à temps partiel vane entre 30 000 \$ et 39 000 \$, tandis que celui des hommes va de 50 000 \$ à 59 000 \$ Cet écart se constate malgré une charge de travail plus élevée chez les femmes universitaires contractuelles - 33 % d'entre elles donnent trois cours et plus contre 27 % en moyenne chez les hommes. Et parce que les professeures à temps partiel enseignent plus que leurs collégues masculins, elles ont moins de temps á consacrer à la recherche, ce qui nuit à leur compétitivité lorsque vient le temps de postuler pour des postes à temps plein qui mènent à la permanence.

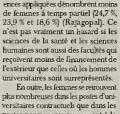
On dénote aussi des écarts entre le nombre d'hommes et le nombre de femmes universitaires contractuels qui enseignent dans diver-ses disciplines. Par exemple, les facultes comme la santé et les sciences humaines comptent une plus grande proportion de femmes (57 % et 54 %), ministration des affaires et des sciences appliquées dénombrent moins de femmes á temps partiel (24,7 %, humaines sont aussi des facultés qui reçoivent moins de financement de

postes permanents ou menant à la permanence. Les femmes détiennent seulement 40 % des postes menant à la permanence et seulement 25 % des postes de professeurs titularisès.

Article soumis par le Comité sur le person-nel universitaire contractuel de l'ACPPU.

télérences:
ACPPU. Almanach de l'enscignement posecondaire au Canada de l'ACPPU, 2003.
Rajagopal, 1. Hidden deademics: Contract
éaculy in Canadian Universités, Toronto,
Iniversity of Toronto Press, 2002.

English on page A6.



Sondage : les frais de scolarité ont un effet dissuasif sur l'accès

SELON un sondage d'opinion commandé par l'ACPPU, près de sept Canadiens sur dix estiment que le niveau élevé des droits de scolarité empêche les gens qualifiés de faire des études universitaires ou collègiales,

Le sondage, dont les résultats ont été rendus publics le mois dernier, constate que 68 % des répondants conviennent que les droits de scolarité ont un effet dissuasif, tandís que 16 % seulement pensent le contraire. Dans les provinces de l'Atlantique, près de 80 % des répondants se disent prè-occupés par les incidences des frais sur l'accès à l'enseignement postsecondaire

Tous les éléments de l'éventail politique sont préoccupés par la hausse des frais : plus de la moitié des partisans libéraux, conservateurs, alliancistes et neo-democrates sont fermement d'accord pour dire que les frais découragent les Canadiens qualifies de poursuivre des études universitaires ou collégiales. Les partisans du Bloc Québécois se disent moins préoccupés, du fait, probablement, qu'au Québec les frais de scolarité sont gelés et demeurent les moins élevés au pays.

« Le niveau des frais de sco larité représente la question clé pour les Canadiens lorsqu'il s'agit d'évaluer l'état de l'enseignement postsecondaire au pays », déclare le président de l'ACPPU, Vic Catano. C'est une question qui touche de plus en plus de familles à leur point nėvralgique – le portefeuille.

À mesure que les frais continuent d'augmenter, les Canadiens sont de plus en plus mécontents de la manière dont les gouvernements fédéral et provinciaux s'occupent de l'enseignement postsecondaire.

Lorsqu'on demande aux Cana-diens d'évaluer la façon dont le gouvernement fédéral s'assure que tous les Canadiens admissibles ont accés á un enseignement postsecondaire de qualité, pres de quatre Canadiens sur dix répondent qu'Ottawa n'a pas fait un bon travail, Moins de 2 % lui accorde la cote excellente

Lorsqu'on demande aux Canadiens d'évaluer le rendement des gouvernements provinciaux en matiére d'enseignement postsecon-daire, plus du tiers des répondants (40 %) des provinces de l'Atlantique, de l'Ontario et de l'Alberta donnent une mauvaise note à leur province. Plus de la moitié des répondants de la Colombie-Britannique croient que leur gouvernement provincial n'a pas bien fait son travail de promotion de l'accès aux universités et aux

colléges.
« C'est une question que les politiciens de toute attache ne peuvent laisser de côté plus longtemps », d'affirmer M. Catano.

Les critiques dirigées contre la performance du gouvernement fédéral dans le domaine de l'enseignement postsecondaire sont encore plus sévères chez les par-tisans libéraux, plus du tiers desquels sont d'avis que le gouverne-ment fédéral ne fait pas un bon travail,

Le sondage mené par le Centre de recherche Décima du 17 au 26 octobre, juste avant l'annonce de la fusion du Parti conservateur et de l'Alliance nationale, révêle que si des élections fédérales avaient eu lieu en octobre, les Libéraux auraient facilement remporté leur quatriéme victoire consécutive. À l'échelle nationale, les Libéraux recueillent l'appui de près de 52 % des électeurs, loin devant les Conservateurs qui occupent la deuxiéme place avec 16 % des voix. Le Parti néo-démocrate récolte 12 % des voix, tandis que l'Alliance nationale doit se contenter de 8 % de l'appui des Canadiens.

Les Libéraux ménent actuellement dans toutes les régions du pays et prennent les devants dans les provinces de l'Atlantique (46 %), au Quebec (52 %), en Ontario (60 %) et en Colombie-Britannique (47 %). En Alberta, les Libéraux recueillent 35 % de l'appui des électeurs, cinq points devant l'Alliance, tandis qu'en Saskatchewan et au Manitoba les Libéraux, avec 37 % des voix, devancent par neuf points les Néodémocrates en deuxième place.

Les Canadiens se soucient de l'enseignement postsecondaire.

Le sondage révéle également que l'enseignement postsecondaire devrait compter parmi les grands enjeux des élections généralement prè-

vues pour le printemps prochain. Le tiers des Canadiens a l'intention de voter pour le parti qui propose le meilleur programme d'amélioration des soins de santé, suiví de 20 % pour le partí qui compte réduire le chômage et la pauvreté et de 11 % pour le parti dont l'enjeu des élections tournera autour de la réduction des

Cependant, lorsqu'on demande aux Canadiens de déterminer le deuxième enjeu des élections, environ 15 % d'entre eux choisissent l'amélioration de l'enseignement postsecondaire

« Cela indique que bon nom-bre des Canadiens préoccupés par l'état des soins de santé se soucient également de la situation des universités et des colléges », soutient M. Catano. « Je crois que l'ACPPU et les associations locales auront un rôle important à jouer dans les prochaines élections pour s'assurer que l'enseignement postsecondaire représente un des grands thémes de la campagne. »■

Les résultats du sondage Décima se fon-dent sur un sondage téléphonique effec-tué auprès de 2 000 adultes à la grandeur du pays et sont considérés comme exacts 19 fois sur 20, avec une marge d'erreur de 4.9.9 %

English on page A6,



DEAN OF LAW

The Faculty of Law, University of British Columbia, is pleased to announce the appointment of Professor Mary Anne Bobinski as Dean, effective July 1, 2003.

Professor Bobinski comes to UBC from the University of Houston Law Center, where she served as Associate Dean for Academic Affairs from 1998-2000. She served as director of the Health Law and Policy Institute which, under her leadership, was regularly ranked as the top health law programme in the USA. Professor Bobinski also held leadership roles in the activities of the Association of American Law Schools and the Section on Legal Education of the American Bar Association

Dean Bobinski's research and teaching interests include Torts, health law, health care finance and bioethics, legal aspects of HIV infection, and reproductive health law issues.





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Before signing a contract, be sure to consult Negotiating Starting Salaries the CAUT handbook for new faculty.

Download the booklet at www.caut.ca or contact Louise D'Anjou (danjou@caut.ca).



NEWS ACTUALITÉS

CAUT Joins Egale Canada

CAUT has joined the equity rights organization, Egale Canada. "Egale has done important work in promoting justice and equality for lesbian, gay, bisexual and transgendered people and their families," said CAUT's executive director James Turk. "Given CAUT's historic compliment to exist a continuation of the continuation o historic commitment to equity and the present context of debate on sexual orientation and legal equal ity, it made sense to join this nation-

al advocacy group."

The organization is in the midst of an intense lobbying campaign to convince Canada's parliamen-tarians to support equal marriage for same-sex couples. At the same time, Egale is engaged in amending hate propaganda laws, making gender identity a prohibited ground of discrimination, reforming antiquated bawdy house laws, making schools safe for LGBT youth, par-

nting and reproductive issues and fighting censorship and unfair tar-geting of LGBT book stores. "CAUT sponsorship comes at a critical time for Egale," Turk said.

Equal rights and constitutional values are becoming ever more impor-tant in modern Canadian society, and Egale's work depends on the support of its members' donations.

Egale's work is supported by the Canadian Association of Social Workers, the Canadian Auto Work ers union, the Canadian Federation of Students, the Canadian Labour Congress, the Canadian Union of Public Employees, the Canadian Unitarian Council, the National Association of Women and the Law and the United Church of Canada among others.

CAUT Council voted unani-

mously Nov. 22 to join Egale and provide a \$500 donation. ■

Lettre ouverte à Paul Martin

Suite de la PAGE A3

programmes prestigieux se sont révèlès être de piètres substituts à l'augmentation du financement de base de l'enseignement postsecondaire et à la volonté de tenir les gouvernements provinciaux res-ponsables de la façon dont ils dépensent ces fonds.

La population canadienne en a ez des querelles de compètence fèdérales-provinciales en matière de santé et d'éducation. Elle veut que les problèmes soient règlés une fois pour toutes. Le gouvernement fêdéral joue depuis longtemps un rôle dans le financement de l'enseignement postsecondaire tout comme dans les soins de santé. L'accessibilité et la qualité de l'enseignement supérieur vont continuer de se détériorer à moins que le financement de base ne soit rétabli au niveau qu'il atteignait avant les années 1990. Au début des années 1980, le financement fèdéral équivalait à 0,5 % du produit national brut du Canada – une mesure de notre richesse. Au financement fédéral il faudra ajouter 2 milliards de dollars par an pour rattra per ce niveau, qui est necessaire pour que le Canada bénéficie des avantages économiques, sociaux et culturels de son système d'enseignement postsecondaire. Pour leur part, les gouvernements provinciaux doivent ètre tenus de rendre compte de la gestion de ces nouveaux fonds qui seront affectes à l'enseignement postsecondaire public

Les programmes tels que les bourses d'études du millénaire et les subventions canadiennes pour l'épargne-ètudes n'ont pas produit les résultats escomptés. Les bourses du millénaire ne sont accessibles qu'à sept pour cent des étudiants et, dans certaines provinces, comme l'Ontario, elles ont servi à remplacer la contribution des provinces – privant ainsi les étudiants de tout autre avantage. Selon Statistique Canada, moins du quart des fa-milles gagnant moins de 25 000 \$ sont en mesure d'épargner en moyenne 2 400 \$ pour l'éducation de leurs enfants. Quant aux subventions canadiennes pour l'épargne-études, elles profitent aux Canadiens les plus riches.

Ce qui se produit en ce mo-ment, M. Martin, ce n'est pas un

exode des cerveaux mais plutôt un gaspillage des cerveaux. La nou-velle économie que vous envisagez ne se réalisera pas si l'accès à l'éducation continue d'être tributaire du revenu. Le Canada demeure l'un des quelques pays industrialisés à ne pas être dotés d'un programme national de bourses accordées suivant les besoins.

Nous ne réussirons pas non plus à aménager une nouvelle économie si nous dénaturons le processus de recherche en mettant l'accent sur la commercialisation. Nous devons donner à nos étudiants et à nos chercheurs la chance de créer, d'explorer et d'enquêter sans être pressès d'entreprendre uniquement les projets qui peuvent être commercialisés rapidement. Je ne suis pas du tout opposé à la commercialisation, mais je trouve préoccupant de vous entendre parler de la nécessité de maintenir le financement de base de la recherche dans les universités comme un investissement dont le rendement se mesure par le nombre de nouvelles sociétés et de nouveaux emplois créés par la recherche.

Je suis d'accord avec Mike Lazaridis, le co-inventeur de Research in Motion BlackBerry, qui a fait va-loir récemment dans une tribune à l'University of Waterloo qu'on ne peut pas obliger les scientifiques à commercialiser leurs travaux ni les forcer à réaliser des travaux pertinents. Comme il a affirme, « ce qu'il nous faut, c'est que ces gens créatifs soient libres de faire des choses crêatives comme bon leur semble » et lorsqu'ils le seront, ils trouveront « une idee de genie, quelque chose qui forme la matière première que l'in-dustrie capitalisera et transformera en richesse et en sécurité pour le reste d'entre nous ».

M. Martin, ce ne sont là que quelques-unes des nombreuses questions auxquelles sont confrontès nos universités et collèges. Lors de votre causerie à Montrèal, vous avez dit qu'« on ne peut plus faire les affaires comme avant, et j'ajouterais qu'on ne peut plus gouverner comme avant ». Mes collègues et moi serions très heureux de vous rencontrer pour discuter des changements qui s'imposent pour s'éloigner du « comme et faire du système d'enseignement postsecondaire du Canada l'un des meilleurs au monde.

Une campagne porte ses fruits

Es associations de professeurs à la grandeur du pays ont fait front commun en octobre pour attirer l'attention du public sur la façon dont les universités exploitent le personnel enseignant occasionnel.

« Les employés à temps par-tiel sont aux prises avec des difficultés économiques et de dures conditions de travail », a déclaré Vicky Smallman, agente de syndicalisation et de négociation collective de l'ACPPU, qui a présidé les activités qui se sont déroulées dans tout le pays au cours de la cam-pagne de cinq jours. « Ils n'ont ni droits, ni avantages, ni sécurité d'emploi et ils touchent de pauvres salaires. Un des principaux objectifs de la Semaine des enseignants et enseignantes à statut précaire était d'informer les étudiants, les professeurs et le personnel univer-sitaire sur la situation difficile de ces enseignants

Selon Vicky Smallman, malgré leur nombre croissant de facon constante, ces enseignants qui donnent des cours à tous les cycles universitaires sont souvent « invisibles » sur les campus.

« La plupart d'entre eux n'ont ni bureau, ni numéro de téléphone, ni courriel », d'ajouter M^{me} Smallman. « Leur nom ne figure pas dans les sommaires de cours et sur les sites web. Les étudiants ne savent pas

nécessairement lesquels de leurs professeurs sont des contractuels. Il arrive même que des professeurs ne savent pas que certains de leurs collègues de département sont contractuels, qu'ils ne connaissent pas leurs antécèdents professionnels, leurs objectifs de carrière et les questions de fond qui les intéressent, »

Les associations de professeurs ont eu recours à une variété de tactiques créatives pour sensibiliser les diverses communautés actives sur les campus aux conditions de travail moins qu'optimales du person-

nel universitaire contractuel. L'University of British Columbia culty Association a dresse 500 silhouettes d'« universitaires invisibles » sur les pelouses et dans les immeubles un peu partout sur le campus, a installe un présentoir comportant les biographies et les publications des chargés de cours à temps partiel et a distribué des arachides en guise de salaire de ces enseignants.

L'University of Regina Faculty Association a placé une série d'af-fiches sur le campus afin de promouvoir les réalisations des chargés de cours. Les affiches posaient des questions du genre « Savez-vous ... qu'un charge de cours du département d'anglais a remporté le Saskatchewan Book Award de 2002 pour une oeuvre non romanesque? », et English on page A5.

le message était suivi d'une note rappelant que la moitié des cours de l'université sont donnés par des enseignants à temps partiel privés de toute sécurité d'emploi.

À la Wilfrid Laurier University, l'association des professeurs a profité de la semaine pour encourager les professeurs à temps plein et à temps partiel à se réunir pour mieux se connaître et a tenu une séance d'entassement » dans un bureau minuscule pour montrer le genre d'espace de travail auquel avaient généralement droit les universitaires contractuels.

La Windsor University Faculty Association a parraine le documentaire de Linda Janakos Teachers on Wheels et a présenté un spectacle de DJ donné par un chargé de cours du département des communications.

« Les travailleurs à temps partiel sont souvent victimes d'exploi-tation », de dire M^{me} Smallman. « Et la Semaine des enseignants et enseignantes à statut précaire soulève des questions importantes qui devraient animer les débats. »

« J'espère que la campagne modisiera la façon dont les gens percoivent les enseignants contractuels et le rôle que ceux-ci jouent sur le campus », conclut-elle.

Nouveaux membres de l'ACPPU

ACPPU a accueilli récemment deux nouveaux membres de l'Ontario, la Brescia Faculty Association et l'association des professeurs du Collège des arts et du design de l'Ontario, ainsi que la Saskatchewan Association of University

« L'arrivée de ces membres vient élargir la base du soutien aux membres et apportera une nouvelle contribution et un nouvel éclairage à nos services et à nos travaux de recherche », a dit le directeur gènėral de l'ACPPU, James Turk, au cours des délibérations du conseil le mois dernier.

« L'ACPPU est ravie d'accueillir l'ensemble des membres de nos nouvelles associations affiliées », d'ajouter M. Turk.

Le Brescia University College, affilié avec l'University of Western Ontario, est le seul collège universitaire pour femmes au Canada Fonde comme un collège catholi-que en 1919, Brescia s'est d'abord appele le Collège des Ursulines. Il compte à l'heure actuelle une soixan-

taine de professeurs. Le Collège des arts et du design de l'Ontario embauche plus de 200 professeurs. Crèe à Toronto, en 1876, par la Société des artistes de l'Ontario, le collège s'est d'abord appelè l'École des arts de l'Ontario, puis le Collège des arts de l'On-tario en 1912. Renommé Collège des arts et du design de l'Ontario en 1996, ce collège est maintenant le plus grand et le plus vieil établissement postsecondaire au Canada qui se consacre à l'éducation des artistes et des dessinateurs-créateurs professionnels.

La Saskatchewan Association of University Teachers (SAUT) est fondee par ses trois associations membres individuelles: l'University of Regina Faculty Association, l'University of Saskatchewan Faculty Association et le St. Thomas More College Faculty Union à Saskatoon. La SAUT aide ses associations membres en portant les questions d'enseignement postsecondaire à l'attention des partis politiques provin-ciaux, particulièrement l'importance de l'aide financière accordée par le gouvernement au secteur de l'enseignement postsecondaire.

English on page Al.

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Anesthesiology & Pain Medicine

Anthropology

B2 Applied Mathematics

Art History

Arts Management

Asian Studies

Astronomy & Astrophysics

Brochemistry

Biochemistry, Microbiology & Immunology

Biological Scrences

Business

Business Administration

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Chimie

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Communications, Popular Culture & Film

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B5 Computer Science

В6

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Criminology

Cultural Studies

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B7 Digital Media

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BB Education

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B24 Political Science

Political Studies

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ACCOUNTING

■ BROCK UNIVERSITY invites applications for fenure-track positions at all levels and in all specially areas, starting My 1, 2004, subject to finab fluggetary approval, Qualifications include: a doctorate in accounting or LLM in tax (completed on neal completion) and a commitment to classroom existing a c Land Manager of the Committee of the Com

University, St. Calhannes, Ontain C. Sa. Sanara. Canada, 305-655. 550 et al 312, B. sanara. Canada, 305-655. 550 et al 312, B. sanara. Canada, 305-655. 550 et al 312, B. sanara. Canada, Sana

Canada Research Chair in

Urbanization & Governance The Department of Political Science at the University of Toronto

The Department of Political Science at the University of Toronto univers applications for a rank open, tenure-stream appointment in Urbanization and Governance. The Department will nominate the successful applicant for a Canada Research Chair, either at the Tier I (senior) or Tier 2 (junior) level. The Government of Canada funds the Canada Research Chairs' Program to promote International recognized research in Canadian universities. (For details, see www. chairs gc.ca). Accordingly, whether at Tier I or Tier 2, candidates are expected to be scholars of real distinction, whose research and teaching will make major contributions to the quality and stature of the department.

The ideal candidate (at either the Tier 1 or Tier 2 level) would be one whose work focuses on comparative questions of policy and/or politics in cities of at least two major regions. Ideally, the successful candidate will demonstrate an interest in engaging in research dealing with cities in North America and/or Europe. Our aspiration is to attract a schoar with an outstanding publication record (to be assessed in a manner appropriate to the seniority of the position selectedly whose work draws from, and can lead to, frietful dialogue with other political scientists and scholars in related disciplines such schoolars from the contract of the position of the political scientists and scholars in related disciplines such schoolars in related disciplines such

The logic behind this appointment is related to three major devel-

The logic behind this appointment is related to three major developments; powerful trends in urbanization around the world, the increasing involvement of large and socially diverse city regions in a competitive international environment, and the continuing debase over local governance in Toronto and other major Canadian cities. There is no better place in Canada to tackle this cluster of issues than the University of Toronto, located in the heart of a large and growing urban region. Toronto is the country's financial centre, the locus of much of its commerce and trade, and home to one of the world's most diverse urban populations.

Applicants should include the names and contact information (including e-mail) of three referees. Applicants should also send a curriculum vitae, copies of representative publications and statements on research and teaching to: Professor Robert Vipond, Chair, Department of Political Science, University of Toronto, Old St. George Street, Room 3018, Toronto, Ontario, Canada, MSS 3GJ. All qualified candidates are encouraged to apply however, Canadians and permanent residents will be given priority.

The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from viable minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to further diversification of ideas.

The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse ciues in the world. The University also offers opportunities to work in a range of collaborative programs including Aborojani, Canadian, environmental, ethnocultural, sexual diversity, gender and women's studies.

We will begin review of applications on January 5, 2004. We will accept applications after that date but cannot promise that they will be given full consideration. The appointment will begin on July 1, 2004 (or thereafter). Salary will be commensurate with experience.

as planning, geography, history and sociology.

known for its excellence in undergraduate teaching the Faculty has also established teaching the Faculty has also established teaching the Faculty has also established to the state of the Control of th

December 15, 2003, or when the position is filled.

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ADMINISTRATION

THE UNIVERSITY OF WINDSOR — The Odette School of Business invites applications for the position of Associate Dean. Dean.

ANESTHESIOLOGY &

THE UNIVERSITY OF ALBERTA — The Obpartment of Anesthesiology and Pain Medcine at the University of Alberta, in Emonths, and the Company of Alberta, in Emonths, Alberta, Canada, is accepting apposition in pediatric anesthesia. The appliposition in pediatric anesthesia is a periodic and in the application of the Reyal College of
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over 1.5 million. The Stoflery Children's
Hospital, which forms part of the campus,
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ANTHROPOLOGY

and Aborginal persons.

ANTHROPOLOGY

MOUNT ALLISON UNIVERSITY — The Oppartment of Anthropology invites applications for a tenure-tack position, subject to budgelary approval. Prospective canditions for a tenure-tack position, subject to budgelary approval. Prospective candition and the control of the con

be given infortive monitority and the properties of the control of

Answer to Homework!

From page A4. For any selection of coins, the num-ber of counterfeits will be equal to the number of grams less than the true weight were the coins genuine. Thus, they should make the selection in order that the number of counterfeits determines uniquely a particular set of rolls. Accordingly, the problem is to find six positive integers (representing the number of coins taken from the six rolls) such that the sums of all of their subsets are distinct. If there were no restriction on the number of coins in the rolls, then the set (1, 2, 4, 8, 16, 32) would fit the bill. However, the largest number cannot exceed 25. One possibility is (11, 17, 20, 22, 23, 24).

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APPLIED MATHEMATICS

THE UNIVERSITY OF WATERLOO — Applications are invited for a tenure-track fapolity socilian is the Oppartment of Applied Utyl socilian is the Department of Applied Utyl socilian is the field of Mathematical Physics, to be given or a fatter byl 1, 2004. The position is at the Assistant Endessor level and salary will be commensurate with a penetrate of a paper or a fatter byl 1, 2004. The position is a sportification at a higher level in cases, as sportification and the areas of quantum theory cases and the areas of quantum theory cases of the application of the areas of quantum theory cases of the application of the ap

ART HISTORY

■ THE UNIVERSITY OF GUELPH seeks applicants for a tenure-track post in 19th and 20th Century Art History at the rank of Assistant Professor effective July 1, 2004. Teaching responsibilities will comprise

courses at all undergraduate levels, including a component of the mitoductory survey, courses on European art in the modern period, and special inpoles such a gender is sues in art and the history of photography, and the survey of the art history of programs. Candidates should held a completed PhD in Art History, have the art history program. Candidates should held a completed PhD in Art History, have the art history program. Candidates should held a completed PhD in Art History, have cannot be survey of the art history program candidates and conduct and disseminate lines ability to conduct and disseminate lines and the survey of the survey

of Fine Art and Music, University of Guelen, of Nina Zivi Canada.

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ARTS MANAGEMENT

■ THE UNIVERSITY OF TORONTO AT SCAR-BOROUGH seeks a qualified person to full e full-time Lecturer's position in Arts Man-

agement, starting July 1, 2004. The Coopeanies Program in Arts Management in South and Program in Arts Management in South and Performing Arts despine in South and Performing Arts despine in South and Performing Arts despine in South South

ASIAN STUDIES

ASIAN STUDIES

THE UNIVERSITY OF MANITORA — The Asian Studies Centre mixes applications for a full-time tenure-track appointment at the rank of Asiastan Professor in the area South Asian Languages and Culture. The successful candidate will have research in-current and associated and of contemporary of the contemporary of the

cess in teaching, Normal duties will include cess in teaching, Normal duties will include maintaining a productive research program, undergraduste teaching, graduste continuation, and service-related activities. The various of the program of the continuation of the

ASTRONOMY & ASTROPHYSICS

all THE UNIVERSITY OF TORONTO — The Operation of Astronomy and Astrophysics (www.astro.Utoronto.ca) seeks can-physics (www.astro.Utoronto.ca) to be used to be use THE UNIVERSITY OF TORONTO - The

ply: however, Canadians and permanent residents will be given priority. The University September yearboards from the Service properties of the Service Service

BIOCHEMISTRY

THE UNIVERSITY OF WESTERN ONTARIO

The Department of Biochemistry is seek-— The Department of Biochemistry is seeking a probationary (tenuestrack) appointment af the raine of Assistant Professor in the area of Structural Neurobiology. Out the structural Neurobiology of Structural Neurobiology. Out of Structural Neurobiolog cluding 500 and 600 MHz NMR spectro eters, ESI and MALOI mass spectromete x-ray diffraction, blomolocular later



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Vice-President

(Academic & Research)

Brandon University

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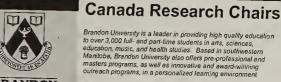
For Further Information See www.brandonu.ca/chairs Applicants shall provide a

detailed curriculum vitae,

publications, a research plan, and should arrange for at least three confidential letters of

reference to he sent.

Deadline for epplications is January 30, 2004.



Soil Science and the Environment. – Tier II Appointment. The University seeks a scholar (rank of Associate Professor preferred) of considerable research promise and with a demonstrated record of external funding in any Natural Science and Engineering Research Council discipline or interdisciplinary area related to Soil Science and the Environment. Research in some aspect of soil science and/or environmental science is expected. The successful candidate will have a record of research that relates to at least one of the following themes, biological and/or chemical reactions in soil and related environments, soil formation, pollutants in soil, land use, soil remediation, microbial activity in the soil environment, or soil-water systems.

Brandon University invites applications and nominations for Canada Research Chairs effective August 1, 2005 or on the availability of the successful candidates. These appointments are subject to the terms and conditions of the Canada Research Chairs Program.

Substantive area of specialization is open. However, candidates with a clearly identified research prigram in one or more of soil science, soil biology/biochemistry or microbiology, soil coology, environmental geochemistry, environmental analytical or organic chemistry, or related areas are particularly encouraged to apply. An interest in soil science as it relates to the dynamics, transformations, and fate of nutrients and pollutants in soil and soil-water systems, soil bioremediation, or survival and transport of pathogens in soil and groundwater would be an asset. Thus, the applicant should have a clearly defutified research program that may be in the biological, chemical, or earth sciences, but need not be restricted to those areas.

Department of appointment is contingent upon the successful candidate's area of specialization. In addition to more traditional disciplines within the sciences, Brandon University also offers a Bachelor degree program in Applied Dissater and Emergency Studies and a Bachelor degree program in Environmental Science.

Literature and Creative Writing - Tier II Appointment The University seeks an Assistant or Associate Professor (Associate Professor preferred) with an outstanding and internationally recognized research profile in Literature and Creative Writing. Applicants must hold a Ph.D. The successful candidate will have an exceptional record of publication that demonstrates excellence in at least one of the following seeks active the term there is the professor active areas: critical theory; literary studies; and/or creative writing

The substantive area of specialization is open. However, candidates with an established program of research that combines any aspect of creative writing with more traditional scholarly publication are especially encouraged to apply. The successful candidate will be appointed to the department in the area of specialization.

In addition to more traditional disciplines within the humanities and social sciences, Brandon University is also home to an exciting new 4-year degree program in the Creative Arts, including a creative writing stream. Brandon University also houses the most significant collection of Aborgmal funginative literature in North America. Programs in Native Studies and Gender and Women's Studies are also available.

History — Tier II Appointment
The University seeks an Assistant or Associate Professor (Associate Professor preferred) with an outstanding and internationally-recognized research profile in one of the following areas: the history of agriculture, the history of reultural transfer (e.g. chancity, religion, settlement), the history of aboriginal peoples and colonizing nations, or the history of the fur trade. The successful candidate will have an established plan of research, a significant record of publication, and an established record of settlement from the contraction of the

The regional area of specialization is open. Interdisciplinary opportunities exist for cooperation and/or joint appointment with Fine Arts, Native Studies, or Rural Development.

in accordance with Canadian immigration Regulations, this advertisement is directed primarily to Canadian citizens and manent residents. Both women and men are encouraged to apply



THE UNIVERSITY OF BRITISH COLUMBIA

VARIOUS TENURE-TRACK POSITIONS DEPARTMENT OF COMPUTER SCIENCE

The Oepartment of Computer Science at the University of British Columbia is recruiting for one or more tenure-track or tenured positions at the rank of Assistant Professor, Associate Professor

Computer Science at UBC is world renowned for its high quality and depth of research. One of the University's academic priorities is to continue to grow as a world class centre for Computer Science, and outstanding candidates are invited to participate in this effort. Applicants must demonstrate exceptional research track record or potential, and excellent teaching ability. Successful candidates are expected to pursue an active research program, perform both graduate and undergraduate teaching, and supervise graduate students.

The Department has identified the following as priority areas for growth

- · Bloinformatics

- Databases
 Scientific Computing
 Software Engineering and Programming Languages

Our recruiting effort this academic year will focus on the above areas, although truly exceptional candidates in other areas that are part of our multi-year growth plans, such as systems, may also be considered. The ability of an applicant's research profile to complement and enhance the existing research strengths of the department will be a key factor in selection. A PhO or equivalent in Computer Science or a related area is required. The positions are available as of 1 July 2004, and salary will be commensurate with experience.

Applicants should submit a CV, a teaching statement and a research statement, and the names of at least three references to Anne Condon (recrutt@cs.ubc.ca). Chair, Recrutting Committee, Department of Computer Science, University of British Columbia, Vancouver, BC, V6T 124. Applications submitted electronically in POF are welcome. Applications will be accepted until 31 January 2004. Further information on career opportunities can be found online at http://www.cs.ubc.ea/career/.

The University of British Columbia is within easy reach of downtown Vancouver and the airport, and is spectacularly situated amidst ocean, mountains, and forests.

UBC hires on the basts of mertt and is committed to employment equity. We encourage outstanding candidates to apply: however, Canadians and permanent residents of Canada will be given priority. The positions are subject to availability of funding.

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preted at least 2 years of post-doctoral training at the time of application. An updated CV, a one-page statement or research intelests, and the natmes of time references thought to set by years of the natmes of time references thought to set by years of the present the set of the natmes of time references. The natment of the natment on the department can be obtained at www.untawn. Ca/docademer/med/microbox/brm.

BIOLOGICAL SCIENCES

BIOLOGICAL SCIENCES

THE UNIVERSITY OF LETHBRIGGE — The
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BUSINESS

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comment. A Research School of Business & Economics, Willind Lauriet University 75 University Avenue West, Waterloo, Dritano W21, 305, burecontile-William State 11 William State ■ THE UNIVERSITY DF WINOSOR — The Detre School of Business Invites applica-ble of the School of Business Invites applica-position in Finance at the lank of assistant and processor of kerules commencing July 1, 2004. Fig. adetailed position description visit our wholescape favour wondowca/favolinyostions. Contact: Di. Roger Hussey, Dean, Odette School of Business, University of Windson, Windson, DN, N98 3P4, Tel: 519.253.3000, Ext. 3091; Fax: 519.973.7073; Email: idealip @uwindsoi.ca. Foi information on the University of Windsoi or the City of Windsoi, contact Di. Janice Draklich, Diector, Faxilly Recruttment at 877-565-6608 (toll free) or recruit@uwindsoi.ca.

BUSINESS ADMINISTRATION

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CHILD & YOUTH STUDIES

■ SROCK UNIVERSITY — The Department of Child and Youth Studies at Invites applications for a probationary (fermer teaching the probationary them teaching the subject to final budgetany approval. A completed PhD in Clinical, Community, Educational, School to Gunnelling Psychology, and the subject to final budgetany approval. A completed PhD in Clinical, Community, Educational, School to Gunnelling Psychology, and the subject to final budgetany approval, a complete of the probability of the subject to final school to Gunnelling Psychology, and the subject to final school to final scho

OHEEN'S SCHOOL BUSINESS

QUEEN'S UNIVERSITY Kingston, Ontario, Canada

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QUEEN'S SCHOOL OF BUSINESS is inviting applications for tenure track posi-tions in Accounting, Finance, Quantitative Methods/Management Science, Ope-rations Management, Managerial Economics/MOT, Marketing, Human Resources Industrial Relations and Strategy and Business Policy/Innovation/New Ventures (Assistant, Associate or Full Professor levels).

QUALIFICATIONS

Candidates must have a PhD or he near completion. Applicants must exhibit high potential for innovative scholarly research and for outstanding teaching contributions in support of the School's various programs.

COMPENSATION:

Salary will be commensurate with quali-fications and experience. Appointees have access to substantial internal funds both for research and course development through Queen's School of Business Research Program and the Dean's Development Fund.

INSTITUTION:

Queen's School of Business has an outstanding reputation in its academie programs. Our M.Sc. and PhD programs in Management attract high-ly qualified research-oriented students. Our flagship undergraduate Com-merce program has the highest en-trance standards in Canada. Queen's MBA for Science & Technology is ranked globally as number 2 among non-US husiness schools, by Business Week and in each of the last six years has been ranked either number one or number two in Canada by Canadian Business Magazine. Queen's innovative Executive MBA was the first in Canada to use videoeonferene-ing. Queen's has received unconditional accreditation for all programs

by the International Association for Management Education (AACSB).

Queen's has consistently ranked among the nation's top universities and in addition to its outstanding teaching programs, houses a wide array of research centers and policy institutions, which have made major contributions to both public and private sectors. The learning environment at Queen's is supported by outstanding library and computing facilities.

Kingston, Ontario is a unique Canadian city featuring a distinctive blend of history, recreation, industry and learning. Greater Kingston was recently voted one of the best communities in which to live in Canada, by the Re-port on Business, Chatelaine and the Imperial Oil Review.

This is an international search, open to candidates of all nationalities. However, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and per-manent residents. Queen's University is committed to employment equity and welcomes applications from all qualifield women and men; including visible minorities, ahoriginal people, persons with disabilities, gay men and lesbians. The appointments are subject to final budgetary approval.

The effective date of the appointment will be July 1st, 2004, but is flexible. Applicants should submit a cover letter, current CV, three letters of recommendation and a sample publication, thesis proposal or completed thesis, electronically to deansoffice@business.queensu.ea.

Brent Gallupe, Associate Dean Queen's School of Business, Queen's University Goodes Hall – Rm. 346 Kingston, Ontario K7L 3N6

www.business.queensu.ca

DEAN OF LAW University of New Brunswick

Nominations and applications are invited for the position of Dean of the Faculty of Law at the fredericton Campus of the University of New Brunswick, to succeed the incumbent effective July 1, 2004. The appointment is for a five-year term and is subject to renewal.

Reveyea term and is subject to renewal.

Founded in 1892, the Faculty offices the LLB degree and an LLB/MBA program in a distinctly supportive and collegial environment, with 230 students from across Canada and 20 full-time faculty. UMB graduates have sail or sit on the Supreme Court of Canada, the Federal Court of Appeal and the benches of eight provinces, and hold leadership positions in the bar and in public service. The Faculty has been highly tarked in national law school surveys. Alumnaeff and fflends have provided the laculty with a substantial endowment fund to support the library, student scholarships, and faculty research.

Home to the Canadian Bat Review/Revue du batreau Canadien and the UNB Law hounal/Revue de droit de l'U N B, the faculty continues to develop a sig-nificant research poille worlhei mantaining is usualinal commitment to effect the teaching and an open-door policy with students. The Faculty contributes to the Cenite for Property Studies, the Multiel McQueen Fergusson Cenite for Family Volence Research, the NICT Cente for e-Business as well as grad-uate programmes in other disciplines.

Reporting to the Vice-President (Academic), the Dean provides institutional Reporting to the Vice-President (Academic), the Dean provides institutional leadership and its exeponsable for the supervision and administration of aca-demic programmes, the law library and the Faculty episyet. The Dean fosters the positive relationship which the Faculty episyes with the legal profession and alumnach. Candidates will have a strong scholarly record and demon-strated ability in administration and teaching, and a commitment to facilitate institutional growth and development.

The Law School is located in Fiederiction, the capital city of New Brunswick, situated on the beautiful St. John River. UNB has a rich history and a legacy of excellence and makes a significant difference to the economic, social and cultural development in New Brunswick and around the world.

Inquiries, nominations and applications should be addressed to:



Dt. Angelo Belcastro Vice-President (Academic) University of New Brunswick P. O. Box 4400 Fredericon, New Brunswick, Canada E38 SA3 E-mail: anbelcas@unb.ca

Fax: (506) 453-4908

by Friday, January 9, 2004. Applicants should include a cutilculum vitae and the names of three referees.

All qualified candidates are encouraged to apply how-ever, Canadians and permanent tesidents will be given priority. Applicants should indicate current citizenship status. The University of New Burnswick is committed to the principle of employment equity.

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● LE COLLÈGE MUITAIRE ROYAL DU CANA-CA (Kingston, Obiario) — Le département de Chimie et Géme chimque du Cellège militaire royal du Canada cherche à combler trois postes au rang de Profes-seurle, Agioni(e) de génie chimique. Le collège militaire royal du Canada est la partement da chimie et génie chimique di fre les programmes de Bacadauvat en Sciences Appliquées, Majeure en Sciences (65c, Chimie), de même que des pro-grammes de Maitics et Octoral dans les discipliers de Chimia et Moltenux, End-enseignant, comprenant 23 personnes,

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K7K 784. Pour de plus amples informa-tions sur le processus d'emplot, veuillez contacter Mme Lucille Maillet.

COMMUNICATIONS

■ McGILL UNIVERSITY — The Faculty of Arts invites applications for two appoint-ments in Media and Communications. One of the successful applicants will be nomi-nated for a Canadian Research Chau at the The III level, depending on qualifarts invites administrator for the appoint and in the successful applicants will be nominated for a Canadian Research Chair at the field of a Canadian Research Chair at the field of a Canadian Research Chair at the field of the Revent Chair in Media Stug-field of the Stug-field o

COMMUNICATIONS, POPULAR CULTURE & FILM

 BROCK UNIVERSITY — The Department of Communications, Popular Culture and entrout university: — The Department of Communications, Popular Cutture and Film invites applications for one tenure and Film invites applications for one tenure lack appointment in Communications. Studies at the lank of Assistant Professor, and the Communication of the Communication of the Communication of the Communication of the Communications of the Communications of Popular Cutture for more communications. Foliation of Popular Cutture for more the Communications of Popular Cutture for more the Communications of Popular Cutture for more the Communication of Popular Cutture for more the major participant in the University's intendisciplinary MA Program in Popular Cutture. A recently completed PhD in a relevant discipline is required, together with evidence of successful featuring experience and research potential. In addition

to teaching undergraduate courses in interpersonal communication, organizationterpersonal communication, organizationterpersonal communication, organizationterpersonal communication, organizationterpersonal communication, the successful candidate will be
expected to develop a strong program
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COMMUNITY HEALTH SCIENCES

COMMUNITY HEALTH SCIENCES

• THE UNIVERSITY OF MANITORA — The
Department of Community Health Sciences, Routly of Medicine, is seeking to fill
one Hermistrack position at the rain of Asstatus Professor to commence July 1.

The Department of Community Health Sciences actively participates in the undergraduate and residency tanning programs
in the Faculty of Medicine and offers the
MSC and PhO degrees through the Faculty
full-time and over 70 part-time faculty
members who increased with the participate since the programs
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and evaluation, international health, and aging and health. The new position is supported by the University as a commithealth Research as a centra for excellence
in Abongpain health research, to support
CAHP's turue development, the successful
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success and publication in this field have strong interpersonal skills and demonstrated strength in feeding and/or working in research learns have strong policy interests each feed have strong policy interests and research be prepared to make a commitment to the Centre's further glowth and research to the Centre's further glowth and development CHR is part of the Department of Community Heath Sciences and other department on the Department. The Individual will participate in undergraduate and gaduate teaching, and other department and gaduate teaching, and other department method to the control of the Centre of the Cent

Tenure - Track Appointments

Your professional future may lie with one of

Canada's most dynamic emerging universities, hocated in B.C.'s Okanagan region. OUC is currently seeking assistant professors for tenure-track positions in a variety of disciplines. Applicants will aspire to be exceptional teachers, accomplished scholars and researchers, and will want to pursue their academic careers within a primarily undergraduate environment focused on excellence in teaching and research. Applicants will also be interested in behis 20 UC develope exceptions. in helping OUC develop graduate degree programmes at the master's level

ose areas where a Ph.D. is required, consideration will be given for appointments at the rank of Lecturer for candidates close to completion of their doctoral thesis. In those areas where work and professional experience is required, candidates with master's degrees will be considered for appointment at the rank of Assistant Professor.

With two campuses in Kelowna, and with regional campuses in Penticton, Vernon and Salmon Arm, OUC serves the educational needs of more than 350,000 people in the Okanagan region and attracts students from across Canada and around the world. We enrol almost 8,000 students annually in degree and non-degree programs, and have earned a reputation for programming excellence and a vibrant and growing research profile.

 \mbox{OIIC} is seeking applications for tenure-track positions in the following disciplines, subject to final budgetary approval:

FACULTY OF ARTS

Economics - Ph.D. or equivalent in any area of economics.

Professional Communication (1 or 2 positions) - Ph.D. or equivalent in the area of Business Communications.

History – Ph.D. or equivalent in the history of Colonial America/US or Latin America.

Modern Languages – Ph.D. or equivalent in Spanish.

Psychology – Ph.D. or equivalent in Clinical Psychology.

• FACULTY OF BUSINESS

Master's degree required with work experience, in one or more of the following areas: Marketing, Management, Accounting, Computer Applications, Revenue Administration, Financial Services. Human Resources, and Hospitality Management.

FACULTY OF HEALTH AND SOCIAL DEVELOPMENT

Nursing (4 positions) - Ph.D. or equivalent in Nursing preferred (experienced candidates with Master's degree will be considered), and current professional

Nursing registration. Social Work (3 positions) - Ph.D. or equivalent in one or more of the following areas: clinical social work, law and social policy, children, youth and families, and substance abuse.

FACULTY OF EDUCATION

Secondary and Elementary Education (1 position) - Ph.D. or equivalent in Education Philosophy and Administration.

FACULTY OF ENGINEERING TECHNOLOGIES

Civil Engineering Technology (1 position) – Ph.D. or equivalent preferred, or Master's degree in Civil Engineering, with appropriate industrial work experience.

FACULTY OF SCIENCE

Mathematics and Statistics (1 position) - Ph.D. or equivalent in Pure or Applied Mathematics

CANADA RESEARCH CHAIR Health Services Research or Population Health

Competition No. 15FAC02 Closing Date: Consideration of applications will begin after October 24, 2003, and will continue until December 30, 2003.

For details on each position, including application instructions, visit the OUC website (link to Employment) at www.ouc.bc.ca.

Okanagan University College is committed to employment equity and encourages applications from qualified women and men, including visible minorities, aboriginal people, and persons with disabilities, international applicants are encouraged to apply. In accordance with Canadian Immigration requirements, priority will be given to Canadian Citizens and Landed Immigrants (permanent residents) of Canada. OUIC wishes to thank all applicants for their interest. Only those applicants selected for further consideration will be contacted.

www.ouc.bc.ca





The University of Lethbridge is seeking applicants for (i) a Tier II Canada Research Chair, and (ii) a tenure track position in Biochemistry in the Department of Chemistry and Biochemistry.

(i) The CRC Tier II cannificate a supecied to have excellent potential in an ereal of biochemistry/molecular biology that will support the growth and development of research aposity in the broad ear of livitarisety for smill control in evidentation and or wide development and under the property of the property of

The University of Lethbridge has targeted the area of nutreouticals and fundional foods as largely under-exploited area of research within the growing provincial, and national, value added foods indexty. It has amounted over \$1.4 million to the development of this research stroking model additional funds below an amounted more of undergo partner. The University is ideally positioned for a research initiative of this type because of its faculties within a predominantly agricultural community and because Lethbridge is home to Carache's largest Agricultural and Agri-Foods Canada crossorth striffor.

(ii) The terraine brack position is for appointment at the row kill assistant professor. We are looking for a looker willing to participate in the growth and exposition at our research appoint, the secrectival condition with a research program. Research in centre that complement one stating frontly will be careleded obertrageous, as will the ability to intrinse with research host on empora (moranted-outer NRW and or positiography localities, transpersic plant and estimate central) and in the vistrity (MacGod amposterion derseade, NRW) (condition light Secret). Descriptions can be loared on our university and Department who site revealed hast Conff. Facilized indiving opportunities sets for like the provisional Alberta Heritage Foundation for Medical Research and Alberta lingership in adultion to believe is sources.

Applications should include: a letter of application (please make it does to which of the positions you are applying), a devoted anticulum vine, three current letters of reference forwarded by the reference, and a research proposal and/or detailed research plan.

Send in: Pr. R. L. Boore, Chair, Department of Chanistry and Biochemistry The University of Leibbidge, Leibbidge, Albatio II K.384 Lei 483-279-2945, Fox. 483-27-2057, enail: bease @deth.ro Applications will be received until the positions are liftled, but consideration of complete files will remanence on February 16th, 2004.

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Laurier Brantford is a satellite campus of Wilfrid Laurier University that is committed to a range of innovative programs. Curriculum on the campus is built around a core multi-disciplinary, liberal arts and sciences program in "Contemporary Studies," which can be combined with career and professional programming. For an overview of the campus and its mission, please visit our website at http://www.wlu.ca/~wwwbrant/.

The campus is looking for candidates with strong research and undergraduate teaching records to fill the eight positions listed below. Appointments will be either tenure-track or limited term, depending on qualifications. Applications for all positions must be received by January 23, 2004. All positions begin July 1, 2004

Applications must include a cover letter that briefly out lines the applicant's interest and qualifications, a current curriculum vitae, three letters of reference, a teaching dossier, and a sample publication or other professional work. Please send applications to: Dr. Bruce Arai, Associate Dean, Brantford Campus, Wilfrid Laurier University, 73 George Street, Brantford, Ontario, N3T 2Y3.

Applicants who wish to apply for more than one position must submit a separate application for every position for which they would like to be considered. Please note that e-mail applications will not be accepted.

All qualified candidates are encouraged to apply, how-ever, Canadians and Permanent Residents will be given priority. The university is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

All appointments are subject to final approval.

Children's Literature (1 position)
Applications are invited for a position in the area of children's literature, any period, broadly conceived to possibly include childhood studies. Responsibilities of the successful candidate will include teaching an undergraduate course in children's literature which is a key element of the Children's Education and Development Option, and the joint Contemporary Studies/English major. Preference will be given to candidates who have secondary expertuse in early or contemporary British or American literature. A PhD or near completion, evidence of successful teaching, and a productive program of research are required.

Criminology (2 positions)

Criminology (2 positions)
Applications are invited for two positions in criminology.
A PhD (or near completion) in criminology, sociology, or a
related discipline, or equivalent qualifications and experience are required. The positions are open to candidates
with research and teaching interests in young offenders, criminal justice, criminal justice administration, penology, white-collar crime, corrections, victimology and/or aboriginal and restorative justice. Evidence of successful teaching and a productive program of research are essential.

Indigenous Studies (1 position)

malgenous Studies (1 position)
Applications are invited for a position in Indigenous Studies
from candidates with research and teaching interests in
the Indigenous peoples of the Arctic, the Northwest Coast,
and/or the American southwest. Preference will be given to
candidates who can teach in some combination of the following areas: indigenous peoples and urbanization; ecoprovides the property institute and interestinal leaves trigit. nomic development, justice, and international issues/rights.
A PhD (or near completion), or equivalent qualifications, idence of successful teaching and a productive program of research are required

Journalism (1 position)

Applications are invited for a position in journalism. The successful candidate will be expected to play a leading role in developing and administering a new Laurier/Mohawk program in broadcast journalism, demonstrate a commitment to undergraduate teaching, and have research interests in one or more of the following areas: news broadcasting; print media, or, documentaries. Experience in the field of journalism is required, and a PhD in journalism, communications or a related discipline is desirable. Candidates are requested to submit a sample of their written or professional work. fessional work

Organizational Leadership (2 positions)
The Honours Organizational Leadership program at Brantford is a new interdisciplinary, arts-based, program focused on the study of organizations and their leaders. We are seeking applications from individuals who are interested in building this unique program. A PhD in a social science or humanities discipline, or equivalent qualifications is required. The areas of specialization for these positions are power and governance in organizations and organizations. power and governance in organizations and organizational communication. The successful candidates will be expected to teach courses in areas such as the legal context of organto teach courses in areas such as the region contacts of organizations, strategic planning, organizational governance, communication within organizations, multiculturalism and diversity in organizations. Evidence of successful teaching and a productive program of research are required for both positions

Social Science Research Methods (1 position) Social Science Research Methods (1 position) Applications are invited for one position in social science research methods. A PhD in a social science discipline for near completion) is required. The successful candidate will be expected to teach undergraduate courses in both qualitative and quantitative research methods for students in the campus' honours programs. Preference will be given to candidates who can also contribute to the teaching needs of one of the new programs on campus, in particular, Organizational Leadership or Criminology.

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Research Chair (www.chairs gc.call in areas
that complement existing and stratege inherests of the Department of Communic Vision
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COMPUTER SCIENCE

COMPUTER SCIENCE

**OALHOUSE UNIVERSITY (http://www.datca) invites applications for lenure track and contractually limited positions at all seed within the Faculty of the contractions at all seed within the Faculty of the contractions at all seed within the Faculty of the contraction of the contra

cant should have a PhD in Computer Screene, athough a PhD in a misted area may be a changed a PhD in a misted area may be a photo and a canthough a PhD in a misted area may be a photo and a canthough a photo and a canthough a composition of the commensurate with qualifications. Applications should include a curriculum who can be a photo and a photo and a photo a photo and a p

BISHOP'S UNIVERSITY



LIBRARIAN UNIVERSITY

Bishop's University invites applications for the position of University

The library collection is housed in the John Bassett Library and includes over hall a midlion books and bound periodicals as well as substantial electronic resources and seven special collectrons, in addition, there is a separate relatemet/reading room for special collections and archives in the Old Library. The Library staff is comprised of 5 professional librarians supported by technical staff, clerical positions, and part eme help. The library sewes 120 full-time laculty members in the Divisions of Homanities, Social Sciences, Natural Sciences and Mathematics, the School of Education, and the Williams School of Business and Economics, as well as 2150 Tull-time and 500 part-time students, plus 1000 students at Champlain Regional College. Bishop's University is an English language institution.

The successful candidate will possess an accredited graduate degree in library or information sciences or an accepted equivalent, and will have successful experience in progressively more responsible management positions within a university library. The appointer must be competiant in both Erglish and French Familiantly with computer technology will be an asset The University Librarion reports to the Punnapal and is a member of the University Senate. We are looking for a skilled and innovative individual who can administer the library and interact with stall, students, and faculty in an effective and congenial manner.

Bishop's is situated on an attractive 500-acre campus in the quiet, bilingual borough of Lennoxville in the city of Sheshrooke We are in the heart of Qube's beautiful Eastern Townships, with excellent cuttural and recreational opportunities, yet only nanety minutes by autoroute from Montreal.

Applications should include a curriculum vitae and the names and contact information for at least three referees, who will not be contacted until authorized by applicants. Priority will be given to applications received by January 15, 2004, which should be addressed to:

Dr. Brad Willms, Chair, University Librarian Search Committee Bishop's University Sherbrooke, QC J1M 127

Fex (819) 822-9661 Email: bwillms@ubishops.ce

Bishop's University is committed to gender equity in employment. In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply. However, Canadian citizens and Permanent Residents will be given priority

www.ubishops.ca

(819) 822-9600 Bishop's Univarsity, Lennoxville (Quebac) J1M 1Z7

strong collaborative opportunities with researchers across the university, in government and the private sector. This provides
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to and to develop a sustainable life sciences' economy founded on Innovative
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THE UNIVERSITY OF WATERLOD involves applications for several tenure hack faculty positions in the School of Computer Science, with priority for researchers in the program of the property of the school of Computer Science, with priority for researchers in the program of the property of t

entre universalty OF WINDSOR — The school of Computer Science is seeking an obtain-ding candidate to normate for a obtain-ding candidate to normate for a treel focused in Cars & Computers. This Chair is targeted at relatively new re-searchers who are acknowledged by their peers as having the potential to be leaders to the CRC Chair vail for well of the December of the CRC Chair vail or website all view, windsoccaffacultypostrons. Contact. Dr. School of Computer Science, University of School of Computer Science, University of CRS (25) 2000, Ed. (27) 273, 1093, 273, 2703, Email garabonicismodiscoca. For Information or the University of Windsoc or the Cru. of Emait garabon@uwindsor.ca. For Information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment al 877-665-6608 (toll free) or recruit@uwindsor.ca.

COMPUTING & INFORMATION SCIENCE

COMPUTING & INFORMATION SCIENCE

INFORMATION SCIENCE

THE UNIVERSITY OF GUELPH—The Department of Computing & Information Science Linear Land September 1 of the Assistant or Associate Professor level in support of its programs in Computing Science, Lining at the higher level may be possible with support of the Assistant or Associate Professor level in support of its programs in Computing Science, Lining at the higher level may be possible with formation of the Assistant Computing Science, Lining at the higher level may be possible with comment of the Assistant Computing Science Lining at Science, Candidates with proven research abilities, clear teaching potential and a 400 in Computing Science and the Assistant Computing Science and the Assistant Computing Science and the Course and/or graduate student teaching. Appointment will commence after January 1, 2004, Salary and the reference certain for applications will be received until the position is littled. Letters of application, currently and the reference certain formation of the Assistant Computing Science Linicality of Guelph, Guelph, Ontaino, NJG 2W All qualified candidates are encouraged to apply however, Canadiana and permanent feet population, currently of Guelph, Guelph, Ontaino, NJG 2W All qualified and additional control of the Assistant Commence and Computing Computing Computing Commence and Computing Computing Computing Commence and Computing Computing Computing Computing Commence and Computing Computing Computing Commence and Computing Computing Computing Commence and Computing Computing

COUNSELLING PSYCHOLOGY

■ THE UNIVERSITY OF VICTORIA — The Department of Educational Psychology and Leaderful's Ostules invites applications for a Cardenia Studies invites applications for Associate Professor level in the area of Associate Professor level in the Associate Professor level i ■ THE UNIVERSITY OF VICTORIA — The De partment of Educational Psychology and

CRIMINOLOGY

PITHE UNIVERSITY OF TORONIO. Centre of Currinology, and Woodsworth College my cheapile affects for a tenue track; joint appointment at the rank of assistant profess. The successful candidate with lawer as tes, or law, and issearch and leaching meters in law, and issearch and publication. As the appointment is a 1 July, 2004. Applicants should have a completed declerate at the edynames of escellence in teaching and in scholarly research and publication. As the appointment is shared (60%. Centrology, 40%. Woodsworth College), the appointment is shared (60%. Centrology, 54%. Woodsworth College), the appointment of the centre of Commology. Salary will be commensurate with experience and qualifications. All qualified candidates are encouraged for apply, however, the common of the commo

CULTURAL STUDIES

CULTURAL STUDIES

**TRENT UNIVERSITY — The Cultural Studies Program invites applications for a fective through the proportion of a the Assistant and the Comment of the Com

ing qualifications and previous experience and providing the names of at least three referees who have been asked to write on the candidate's behalf, should be sent to Professor fan McLachlan, Chair Cultural Studies Program, frent University, Peterborough, ON K9J 788, Email: culistudies@tientu.ca.

OENTISTRY

MOGILL UNIVERSITY — The Faculty of Dentistry invites applications for a position in Proslandomics at the level of Assistant of Association in Proslandomics at the level of Assistant have completed an undergaduate degrees. A working knowledge of French Incude undergreaduate and graduate leaching and administration. The successful candidate with the expected to obtain funding and to carry out research in a relevant frest. Assistant of the process of the ployment. All qualified candidates are encouraged to apply however, Consolaira and
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professor in the Department of Preventive
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Professor in the Department of Preventive
Denial Science (Dwaston of Orthodomics)
2004, or as soon thereafter as possible,
subject to final budgetary approval. The appointer must have university hissed speculty training in orthodomics (Cinrificate)
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The University College of the Camboo (UCC) is a regionel institution serving south-central BC from a main campus located in Kamioops, just there and one hell floors by Ireeway from Vancouver. UCC lealures outstanding student and community lestitutes on a spectacular university style campus, evertakoning his dynamic and growing styl of the campus, evertakoning his dynamic and growing style of the campus, evertakoning his dynamic and growing style of the campus, and campus, all style one of our 12 university degree programs or 85 different dynamic and extilicted programs, may of just three and

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them unique in the province

KAMLOOPS, BRITISH COLUMBIA

DEAN - FACULTY OF ARTS

The University College of the Cariboo (UCC) invites applications for the position of Dean, Faculty of Arts.

of Dean, racumy or Arms.

The Faculty of Arts seeks a strong leader with demonstrated abilities to faculitate excellence and innovation in education and scholarly activity, and an established reputation for scholarship, teaching, and administration. The successful candidate will have a inaque opportunity to guide the development of the largest faculty at UCC in a changing context.

The position of Dean, Faculty of Arts carries a five-year term (may be renewed for an additional five years), commencing 01 August 2004. At the completion of the term(s) the incumbent shall assume a continuing faculty position at UCC. The successful candidate should possess an earned doctorate with a proven record of research demonstrated administrative skills in a university or college setting, and an ability to work effectively with faculty, staff and students.

Reporting to the Vice-President, Academic, the successful candidate will be expected to provide academic leadership that fosters innovative curriculum, strengthens and encourages community and academic partnerships, and contributes to the development of UCC.

COMMENCEMENT DATE. 01 August 2004

CLOSING DATE FOR APPLICATIONS: Applications will be reviewed commencing 30 January 2004 and may continue until position is filled.

Inaccordance with Canadran Immigration laws, this ad is directed to citizens and permanent residents of Canada. The University College of the Cariboo is committed to the principle of employment equity. Please forward current curriculum vitae, expense of the Competition 605-509 with names, addresses and telephone numbers of three (3) referees, along with a copy of graduate transcripts to

Irene Bazell Human Resources Officer UCC P.O. Box 3010 Kamloops, BC V2C 5N3 Please visit our Web site al: http://www.cariboo.bc.ca/hr/job.htm

We totsh to thank all applicants; however, only those under consideration will be contacted.





DEAN FACULTY OF AGRICULTURAL AND FOOD SCIENCES

The University of Manitoba invites applications and nominations for the position of Dean of the Faculty of Agricultural and Food Sciences.

Located in Winnipeg, the capital of the Province of Manitoba, the University of Manitoba is the Province's largest university and its only research intensive post-secondary institution. Widely recognized for its excellence in teaching and research, the University offers a wide range of graduate and undergraduate programs in traditional and non-traditional areas, and is the focus for professional undergraduate programs in the Province.

The Faculty requires a dean capable of providing academic and administrative leadership through collaboration and teamwork. The ideal candidate will have an exemplary record of teaching, research and leadership and an understanding of the agri-food industry, and will be an experienced academic administrator adept at contributing at a senior level in a large institution. The candidate will be expected to recognize, advocate and promote the diverse teaching and research programs in the Faculty, by sustaining a climate that encourages and enables academic and support staff to achieve excellence. The new dean will foster partnerships within the University, with other post-secondary institutions, with government, and with community and professional organizations. The successful candidate should hold a relevant doctoral degree and qualify for a tenured academic appointment at the pull of Professor. ment at the rank of Professor.

With a complement of 74 academic and 79 support staff, the Faculty has a national and international profile in research and teaching. The Faculty offers one of only six fully accredited undergraduate agricultural and food science programs in Canada, and has an enrolment of 280 students in its undergraduate degree programs, 90 in the Agricultural Diploma program and 170 masters and doctoral students. The Faculty enjoys productive relationships with government agencies, the agri-business sector and parties interested in environmental and agri-food issues, attracting over \$5 million per year of research support from these external sources. Off-empus research and teaching facilities are located at Carman and Glenkies. On-eampus, the Faculty has recently insteaded the control of the propagated tracking facilities constructed an airpund metabolism unit and a drain storage research facility. upgraded teaching facilities, constructed an animal metabolism unit and a grain storage research facility, and is leading development of research entres in functional foods and nutraceuticals and sustainable livestock production. Further information on the University of Manitoba and the Faculty, is posted on the following websites: www.umanitoba.ea or www.umanitoba.ea/afs.

Winnipeg (www.ciry.winnipeg.mb.ea), with a population of more than 650,000, is a major multicultural centre with professional ballet, theatre, symphony, and sports teams, fine restaurants and beautiful parks. Winnipeg is a major centre for agribusiness in Western Canada and a hub for Manitoba's vibrant agrifood industry that includes the producing, processing and marketing of grains, oilseeds, putato and livestock. Some of the finest outdoor recreational opportunities in the world, with a wide variety of lakes, beaches and wilderness areas, are within an easy drive from the city.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities. Aboriginal peoples and persons with disabilities. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority.

The appointment is expected to commence July 1, 2004 and is normally for a term of five years. The Advisory Committee will commence its review of applications and nominations no later than January 30, 2004. Applications (including curriculum vitae, the names and addresses of three referees and a statement of interest) and nominations should reference position #AKE212 and be sent in confidence to:

Karen C. Ogden, Chair, Presidential Advisory Committee on the Selection of a Dean, Fuculty of Agricultural and Food Sciences Room 208, Administration Building, University of Manitoba Winnipeg, Manitoba R3T 2N2

Application materials, including letters of reference, will be hundled in accordance with the Freedom of Information and Protection of Privacy Act (Manitobu).



extress hand community service programs in arthodomics and supervision of research projects at the M Sc. level. The University of Manifeba encourages applications from qualitied women and men, including members of visible minorities, aborged dual-filled candidates are encouraged to apply however Canadidates are encouraged and a second to the Manifeba Depar Association, the Manifeba Theatier Centre and also a variety of professional passebal, lassettant and hockey teams have here in benefit and and an are encouraged to the second to the first lasset than the control of the professional teached, lassettant and hockey teams have here however the control of any city in North America. Nearby as some of the firsts beaches in Canadia along the stores of Lake Winnings and our provincial pairs of the second of the firsts beaches in Canadia along the stores of Lake Winnings and our provincial pairs of the second of the firsts beaches in Canadia along the stores of Lake Winnings and our provincial pairs of the second of the firsts beaches in Canadia and has an international apport within the city

DIGITAL MEDIA

CONCORDIA UNIVERSITY — The Faculty of Fine Arts is seeining candidates to a built me enemie stock appointment in Digital Tempe enemie stock appointment in Digital Media effective Jure 1st. 2004, pending build apply approximate Jugital Image/Sound and 8. Fine Arts (DRRI) was initiated in 1997 as a pragram designed to hodge two domains of study, that of Computer Science and the

Fire Arts. The three-year undergriduate pro-gram guides students in developing critical paths at the intersections of air technolo-gy and design, it highlights the study of the intersection of the control of the control gy and design, it highlights the study of the intersection of the control of the control produced of the control of the verying of the control of the control of the student of the control o

ment. The ideal candidate has: PhD, MA, MFA or equivalent, teaching expenence in digital media, theory and studio practice all the university level, administrative experience and doministrative experience in the world be considered a siting assertion statement of teaching philosophy, curicular values of the experience of t

■ L'UNIVERSITE McGILL — La facullé de droit de l'Université McGill sollicite des canand why ken it mouth. — On reduite view of didutions pour dies poolses permanents à duiée indéterminée, de des postes de durée determinée, ét des postes de professeur vorseur, pour tous les grades, dans tous les domaines, et comportant toutes les perspectives théraques et méthodigiques. Pour les propositions et mêmbre de la professeur vorseur pour les propositions et mêmbre de tambée : le 1 paviet 2004 pour les postes débulant le 1 juniét 2004 pour les postes de la juniét 2004 pour les juniét 2004 pour les postes de la juniét 2004 pour les pour

FARTH & PLANETARY SCIENCES:

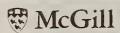
■ McGILL UNIVERSITY — The Operatment of Earth & Planedary Scences seeks candidates for a Tier 2 Canada Research Chair, subject to budgetary approval, in the field of Earth and Planetary Scences. Application of Earth and Planetary Scences. Application of Earth Scences, the protripal selection criterion will be scientific excellence. The successful candidate must have a PinD and an outstanding research record consistent with the criteria for first 2 Canada Research Children will supervise graduate students, confribute actively to undergraduate and graduate teaching, and undertake externally funded research, For Information about the Department, vian http://www.eps.mcgil. ca. Alt qualified candidates are necouraged.

FCONOMICS

THE UNIVERSITY OF NEW BRUNSWICK (Sami Jaina), Faculty of Arts, indress applications for a femure steam appointment in Economics, at the content of the conte

Department of Economies, Applications are invited to its abunutation appointment at the rank of Assistant Piolessoi commencing, July 1, 2004. Candidates will be a considered with the period of the programment of the progra enourage applications from qualified aboginal Canadans, persons with deababilities,
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at invites application for a tenure-site and
ordinate and profit canada and assistant Professor. Salary is dependent
upon qualifications and experience. The
appointment selfect in required as of July
1, 2004 or soon interester. Outside include
undergraduate and graduate teaching and
research. The candidate must have a demonstrated promise of outstanding research
paper to Prof. Ouglas Hyatt. Division of
Management, University of Icinition at Scarborough, 1265 Military Trail, Scarborough,
10 MIC 124, Canada, and should strange
to those letters of references to be sent to
December 19, 2003, Information about
the Division of Management is available at
www.tsc. uctoronic.com/mgm/1, Al qualified
candidates are encouraged to apply, howwww.tsc. uctoronic.com/mgm/1, Al qualified
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interngation requirements, pirony will be given to Canadon Citzen and Londer Immigrants (permanent residents) of Canado. OUC where to thank all applicants related interest. Only these applicants selected for interest. Only these applicants selected for the control of the cont



Tenure-Track Position in Music Theory

As part of its ongoing commitment to must leadership in Quebec and Canada, the Faculty of Music of McGill University an-nounces a new tenure-track position in Music Theory

Music Theory
The Department of Theory invites applications for a tenuie-track position in Music Theory at the rank of Assistant Professor, beginning in the academic year 2004-2005
Applicants should hold for be obser to completing a PhD in Music Theory and should show strong evidence of research productivity and potential Applicants should be able to reach a broad range of undergraduate and graduate theory courses, including graduate supervision. We are open to afficiance of the programment of the progr

www.mcgill.ca

jazz and popular music; music perception

Applicants should submit a curriculum vitae and statement of research and teaching interests, and should arrange to have three letters of reference sent to:

Professor Brian Chernay Chair, Oepartment of Theory Faculty of Music McGill University 555 Sharbrooke St. Wast Montreal, QC, H3A 1E3

Inquities welcome. (514) 398–4540, (514) 398–1540 fax, buan.cheiney@mcgill.ca. Review of applications will begin **January** 15, 2004



DEAN, MICHAEL G. DEGROOTE SCHOOL OF BUSINESS

McMaster University, located in Hamilton, Ontario, is looking for a strategic leader as Dean of the DeGroote School of Business. McMaster has been named Canada's most innovative university in its category eight times in the last 11 years by Maclean's. The University has over 970 faculty, more than 16,000 fulltime undergraduate and graduate students and 100,000 alumni.

With 90 full and part-time faculty, the DeGroote School of Business offers Bachelor of Commerce and Honours Commerce degrees to approximately 1900 undergraduate students; MBA degrees to nearly 500 full and part-time students and select Ph.D. degrees. The School has been unique and innovative on a number of fronts: it is Canada's largest Co-op MBA school; was one of the first in the country to establish both an eBusiness MBA and an MBA specialization devoted to the Management of Innovation and New Technology; has the first and largest formal commerce internship program; and offers the only Health Services Management MBA in Canada. A recent joint venture between the School and the Conference Board of Canada is the Directors College, a comprehensive professional development and certification program for corporate directors, which has attracted national sponsorship and endorsement. Further information about McMaster and the School is available at www.mcmaster.ca

to establish the Michael G. DeGroote School as one of Canada's and North America's most innovative business schools. The Dean is the senior executive officer of the School and reports to the Provost and Vice-President (Academic). The successful candidate will be an outstanding strategic leader, and will have an appreciation of the teaching/research process. The ability to forge strong links with the business community and with other areas of the University to create specialized niche programming will be crucial, as will demonstrated success in collegial leadership in a complex and dynamic environment.

The Search Committee will begin reviewing applications in mid-January, 2004. Applications for this challenging opportunity should be directed to the Landmark Consulting Group Inc., 25 Main Street West, Suite 2225, Hamilton, Ontario, L8P 1H1 or resumes@landmarkconsulting.org

McMaster University is committed to employment equity and encourages applications from all qualified candidates including aboriginal peoples, persons with disabilities, members of visible minorities, sexual minorities and women.



LANDMARK CONSULTING GROUP INC

of Economics, Carleton University, 1125
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EDUCATION

THE UNIVERSITY OF VICTORIA — The Faculty of Education will require Sessional Instructions during the 2004 Summer Sessional Instructions during the 2004 Summer Session. Applicants is oil invited for the following areas: Graduate Courses: Curriculum Studson, Applicants is oil invited for the following areas: Graduate Courses: Curriculum Studson, Applicants of English; Language Arts; Educational Foundations; Special Education; Educational Technology, Exercise Science and Sport: Coaching Studson, Coaching Studios, Coaching Coaching Coaching Coaching Coaching Studios, Coaching Studios, Coaching Coaching

PO Box 2010. Victoria, BC, VäW 3NA, https://www.educ.vurc.a.fm. 2504725053.

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are severation, and professional language aris education organizations. The University of Mandoba encourages applications from qualified women and men, including members of vasible minorities, Abortignal produced in the profession of the professi

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THE UNIVERSITY O' WESTERN ONTARIO
— Faculty of Education Applications are invested for a probationary appointment in mathematics education at the rank of lexities of the privary o

ENGINEERING

If HE UNIVERSITY OF BRITISH COLUMBIA

— The Department of Mechanical Engineering writes applications of a section of the processor of the processor in the Assistant. Associate or full Professor level. The astring date with Bully 2004, or as soon as possible thereafter. The Department plans to introduce a new program in Mechaniconics. The will have an annual linate on the high the processor of the program of the program of the processor of the proce

Vancower, B.C., Canada VGT 124. The closing date for applications is Jenuary 30, 2004 and the for applications is Jenuary 30, 2004 BTHE UNIVERSITY OF BRITISH COLUMBIA.

— The Department of Mechanical Engineering invites applications for a ferrier track or tenured faculty position at the Assistant. Associate or Full Professor level is soon as possible thereafter. The successful aciditate will had a PhD degree or equivalent in Mechanical Engineering or a closely related falled and will be expected to register as a Professional Engineer in British search record in Oryamics and Withstoners and a strong commitment to Leaching conceilence are encouraged to apply, Industrial experience in related areas is an asset section on the employment environment in the Faculty of Applied Science is available at www.apcc.ubc.ca/careers. The University of British Columbia hirs on the bests of min, and in the Columbia in the Columbia in the Seculity of British Columbia hirs on the bests of min, and in the Columbia in the Columbia in the Seculity of British Columbia hirs on the bests of min, and in the Columbia in the Columbia in the Columbia in the Columbia in the Seculity of British Columbia hirs on the bests of min, and the Columbia in the Colum

Department of Mechanical Engineering
The University of British Columbia, Vancouver, B.C., Canada V6T 124. The closing date
for adjustions is January 30, 2004. Please

the attention of Dr. Andrew Hormak, Cher, Department of Chemical Engineering, Mc-Master University, Hamilton, Ontano, Cane da, LS 41.7. Ill qualified candidates are encouraged to apply, however, Canedians only, McMaster University is storily committed to employment equity within its community, and of erroruting a diverse faculty and staff. The University encourages applications from all qualified candidates, applications from all qualified candidates. Applications will be accepted until the position has been filled. For more information about the department, please consult http://discharge.in/initiation-initi hardware-software codesign, data network-ing and photonics. Candidates must have

earned for execut a PhD in electrical engineering or a desaly related area komputor or activate engineering and engineering physics) and have a strong commitment to research and teaching, industrial experience will be considered an asset. The candidate is expected to seek registration as considered an asset. The candidate is expected to seek registration as currently has 50 faculty members and will be expanding over the next tew years. Currently we have over 800 undergraduated in all programs [Electrical]. Engineering Physics, and Computer Engineering inclusion of the consideration of the c

A top ranked Conadian university, St. Francis Xavier University is a primarily undergraduate institution with an enralment of 4000 lacated in Antigonish, Nava Scatio. With 28 academic departments and 3 professional schools, the University offers a comprehensive array of academic programs under the faculties of arts and sciences and is facused on academic excellence, innovation in teaching and research, service to society, and international autreach. Please visit our web site at www.stfx.ca

University Librarian

The Librory: The Angus L. Mocdonald Librory houses o diverse collection of over 450,000 volumes which also provides facilities for government dacuments, o large music and microfilm collection, the university orchives, rore books room, a unique Celtic collection, in-house bindery as well as two computer lobs housing 55 computers

Position Description: Reparting to the Academic Vice President and Provast, the University Librarian is responsible for the effective functioning of the Library, including: leadership and administration of the library with a stoff complement of 38 (including nine professional librarians), budget management, integration of emerging technologies, maintenance of traditional resources, participation on local and notional library consortio and associations, promotion of library services, establishing long range goals and maintaining the library's memberships in the Novonet Consortium and the Council of Althorite University. Libraries. The initial oppointment is a six year term commencing May 1, 2004 or as soon ofter as possible, with the possibility of renewal.

Qualifications: The successful candidate will possess on ALA-accredited MLS degree with a minimum of Qualifications: The successful candidate will possess on Abdectable in Assessed in Annual Sugree will be successful candidate will possess on Abdectable in Assessed in Assessed in Abdectable in Assessed in Asse library, within the library, university and beyond.

The committee will begin considering opplications Jonuary 15, 2004 and will continue until the position is filled. Applications, including detailed curriculum vitoe, cover letter and the names, addresses and phone numbers of three referees should be sent to the address below. Please note that references will not be contacted without the consent of the applicant.

Chair, University Librorian Search Committee Office of the Acodemic Vice-President and Provost St. Froncis Xovier University P.O. Box 5000, Antigonish, NS, Conada B2G 2W5

Email submissions to: rjohnson@stfx.ca



Bechelor of Engineering degrees. The De-partment has undergone considerable ex-paration and development of risearch and graduate studies. Over 140 sudents has been enrolled in MA.Sc., and M.Eng. grad-uale programs in Electrical and Contest. A PhD program is planned to commence in 2004, Faculty members of the Department are engaged in a vanety of research areas, including embedded systems, computer architecture, blomedical engineering, dig-tal communications, applied electromagnetics and computer networks. Increasing em-munications, applied electromagnetics and computer networks. Increasing em-housis is being placed on collaborative research and partnerships with induction. Canada Research Chart (Her I. Signal Po-cessing and Multimedia), and other faculty who have distinguished themselves with Premer Research Excellence Awards, and investments from CFI, Microret, and other granting councils. The Department will

self-animy, in secondaries with the Canadian Immigration requirements, this advetisement is directed to Canadian critzena
and permanent residents of Canadian.

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8 THE UNIVERSITY OF ALBERTA of the School of Manigra of Pend Emmonrated to the School of Manigraphy of of

and excellent financial supports from government and mining industry. The Depart ment of Civil & Environmental Engineering including the School of Mining & Petroleum Engineering will be moving finit a new Similion buildings scheduled for completion in late 2004, For more Information concerning the Mining Engineering program, please contact Dr. Divisione D. Homein, Control Dr. Divisione Dr. Homein, Control Dr. Dr. Homein, Cont ing at (780) 492-3379, fax: (780) 492-307 (1

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Dalbousie University Assistant or Associate Professor Faculty of Law

The Faculty of Law, Dalhousie University, invites applications for one probationary tenure-track appointment at the rank of Assistant or Associate Professor, to commence July 1, 2004, subject to budgetity approval.

The Faculty is particularly interested in scholars having a demonstrated inferest in the areas of business law, tax law, law and technology, or first year subjects (property, forts, controsts, and criminal law). The Faculty is, however, primarily seeking academic excellence and will also consider applicants in other areas. A suitable candidate will hold un LLB, degree and a graduate degree in law or a related discipline.

Applications should include a curriculum vitae, university transcripts, and two letters of reference; academic referees are preferred, and at least one is required.

The closing date for applications is January 5, 2004 Applications should be forwarded to: an Dawn Russell

Dalhousie Law School 6061 University Avenue Halifax, Nova Scotia B3H 4H9

Tel. (902) 494-2114 Fix (902) 494-1316

or Applications may be made by e-mail, addressed to: Heather,MacLeod@Dal,Ca.

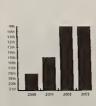
In accordance with Canadian limingration requirements, all qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dathousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aborignal people, persons with a disability, racially visible persons

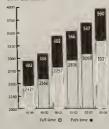
If you are a member of one of the designated groups noted above and you wish to self-identify, please include a completed Self-identification Questionnaire with your application. The Questionnaire can be obtained from Heather Mackeod@Dal.Ca

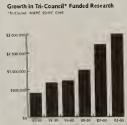
UPEI is a place where teaching is supported and developed. It's a place where many talented faculty members are continually working on their own and with each other to improve their teaching. At UPEI, teaching counts, because students and student learning come first. - Dr. Philip Smith, 3M Teaching Fellow 2003

For three years in a row, a professor at UPEI has been awarded the coveted 3M Teaching Fellowship. Dr. Smith joins Dr. Shannon Murray and Dr. Brent MacLaine who obtained the 3M distinction in 2001 and 2002.

ma University on the Rise! Maclean's University Ranking Primarily Undergraduate Universities **UPEI Enrolments**







UPEI seeks new colleagues for the following positions:

- Computer Science: Assistant Professor—full-time/tenure track
- · Faculty of Education: Assistant Professor (Inclusive Education; or Assessment and Evaluation/Quantitative Research Methods) - full-time/tenure track
- Department of English: Assistant Professor (Drama/Theatre)—full-time/tenure track
 Department of Music: Assistant Professor (Music Education)—full-time/tenure track
- · Department of Psychology: Assistant Professor (Developmental Psychology) full-time/tenure
- track; and, Assistant Professor (Social Psychology) full-time/tenure rrack

 Department of Sociology and Anthropology: Assistant Professor (Sociology) full-time/tenure track

For additional opportunities and information please consult www.upei.ca/humanres/html/academic.html

Candidates must submit a letter of application, curriculum vitae, statement of teaching experience and teaching philosophy, and arrange to have three letters of reference forwarded to the contact person indicated. Competitions will remain open until positions are filled. All positions begin July 1, 2004. Applications should be sent to the attention of the respective departments at University of PEI, 550 University Ave., Charlottetown, PE C1A 4P3

The University of PET is committed to gender equity in employ citizens and permanent residents

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Department of Electrical and Computer Enementing of the University of Waterloo Invites applications for several fenued or retune-tasks positions in the engineering of reconstruction of the control of t

inlaiests, and the names of at least three inferiences to: Professor Shorman Shen, Occordinator, Fazulty Search Committee, Department of Electrical and Computer (Co.) (

native people and persons with disabilities. These appointments are subject to availability of funds.

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ing women, members of visible minorities, native peoples, and people with disabilities. All candidates will be requested to be a supported to the control of the control of the professional Engineers of Ornario at the appropriate lime. The salary will be commensurate with qualifications and expendice. Please send a curredum vitae and Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ornaro, Canada NZ, 361.

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partment of Mechanical Engineering, University of Waterioo, Waterioo, Onfarioo, Onfarioo, Canada Al2, SQL. Appointments are sub-ert of enabled by the Control of the Contro

3G1, Fax: (S19) B88-6197, Applications will be accepted until suitable candidates as found. All candidates will be recepted to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. All qualified candidates are enoughed to apply, however Canadians and countries of the country of the countries of

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ROYAL MILITARY COLLEGE OF CANADA ■ RÖYAL MIÜTARY COLLEGE OF CANADA (MIÜTARY COLLEGE OF CANADA (Mikigston, Ontano) — The department of Chemistry and Chemical Engineering invites applications for three tenue track positions at the level of Assistant Professions of the Profession of the Profession of Chemistry and Chemical Engineering is exponsible for the Being degree in Chemical and Materials Engineering the BSC in the Chemical and Materials (Profession in the Chemical and Materials). Profession in the Chemical and Materials (Profession mental and Materials). has a staff of 23 piolessors who are active in a wide langs of applied and fundamental research. Presently, the department has detailed and the properties of the department has detailed and the provided and the staff of the department is seeking engineers/chievasts with expertise in one or more areas. The department is seeking engineers/chievasts with expertise in one or more areas. The first two positions requires expertise in the area of polymers compositions and materials. The required qualifications are seen to the area of polymers compositions and materials. The required qualifications in the area of 5 specialty and acceptable caching expertises. Perference may be given to those with some industrial experience properties and materials. The required qualifications of the seen of the

Vehicle Identification, Electronic Controls for Engine and Microcontrollers, Intelligent Lansportation, Mobile Multimedia Technology, Navigation Systems, Vehicle Area Networks, and Power Train Control Cechnology. For a detailed descapilion of the CRC Chail vant Journabot at the Woundshot at Carlotter Chail vant Journabot at Woundshot at Ford Carlotter Studies, Faculty of Engine And Graduatis Studies, Faculty of Engine And Carlotter Studies, Faculty of Engine And Studies, Faculty and Engine And Studies, Fa 519.253.3000, Ed. 2566; Fax: 519.971.
3622; Email: appteng@uwindsoi.cz. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakoch, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruix@uwindsoi.cz.

THE UNIVERSITY OF WINDSOR—The Faculty of Economics 1999.

Figure 1 (1997) The WiNDSOR — This Faculty of Engineering Invites applications for two tenure-track faculty positions in the tenure-track faculty positions in the integrated Micromochabilities (Systems, For detailed position descriptions visit our web-site alt ; www.windsoc.co/facultypositions. Contact: Dr. Shervin Erfani, Department lead, Electrical and Computer Engineer-ing, University of Windson, Windson, ON, NB 334, Tei Su 25a;30:00, Et. 2566;

Fax: S19.971.3622; Email: appteng® uwindsol.ca. Foi information on the University of Windsor of the City of Windsor, contact Di. Jance Drakich, Director, Faculty Recruitment af 877-665-6508 (toll free) of

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The UNIVERSITY OF WINDSOR — The
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CR Chairs visit our website at, www.
uwindson.ca/facultypositions. Contact Di.
Conducts Educates Faculty of Engineening.
University of Windson, ON, 1938
344, Tet Stay 253,3000, Ext. 2566, Fax:
S19.971.3622; Email: applieng@uwindson.
Ca. For information on the University
of Windson or the Chy of Windson, contact
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The University College or the Fraser Valley has provided innovative and comprehensive aducational programs for over twenty five years. As an undergraduate degree gratum, anotherior currently enrolling over 7,000 students, the locus at the university college is on teaching and research excellence.

CHEMISTRY INSTRUCTOR

The Department of Chemistry at UCPV invites applications for a full-time faculty position in the field of Biochemistry or Modificial Chemistry, effective August 1, 2004. Candidates must possess a Ph D in Chemistry of Brochemistry, demonstrate a strong commitment to undergraduate teaching excellence, and have a proven record or sourcesful research. Successful research Successful research Successful research of the act possession and the strong second year chemistry course. Please submit your curriculum vitae, a list of publications, a research proposal and names of their teleprencies, quoting positing \$2003.57, by February 28, 2004, to

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DIRECTOR University Teaching Services

The University of Manitoba invites applications or nominations for the position of Director of University Teaching Services (UTS).

UTS is a collegial faculty development unit that offers a wide range of programs to enhance teaching and learning at the University of Manitoba (www.umanitoba.ca/uts). The Director of UTS is a senior academic appointment. Candidates should be eligible for appointment at the rank of Associate Professor or Professor in a tenure-track or tenured position (commensurate with qualifications and experience) in one of the academic departments at the University of Manitoba.

Reporting to the Vice-Provost (Academie Affairs), the Director supervises the work of the Associate Director, and other program staff (6 FTE plus contract staff). The Director is responsible for exercising leadership in the planning, development, and administration of the faculty development programs of UTS in collaboration with planning, development, and annihistation of the latenty development programs of of an individual the office of the Vice-Provost (Academic Affairs), the Faculty of Craduate Studies, and the university's academic and associated support units. The Director is also plays an active role in research, graduate teaching and management development within UTS. The Director is expected to be active in the national and international associations dealing with faculty development matters.

The Director's responsibilities fall into three major areas: (1) consultation with faculty, academic administrators, The Director's responsibilities rail into three major areas: (1) consultation with faculty, academic administrators, and academic units on learning and teaching issues; (2) the development and implementation of specific UTS programs (e.g., the Peer Consultant Service, the Certificate in Higher Education Training, the New Faculty Orientation); and (3) the conduct, synthesis and dissemination of research on teaching and learning. The incumbent will be involved in confidential consultations with faculty, and will work with deans of faculties directors of schools in curriculum design, faculty development, and strategies to enhance teaching and learning at the University of Manitoba.

Applicants should have a proven record of accomplishment in teaching and research, and excellent interpersonal and organizational skills. A completed PhD is required, as is extensive experience in faculty, program and/or curriculum development. An understanding of the process of educational change within a university culture, and experience implementing programs to support the teaching and learning of faculty and students

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

The appointment will begin as soon as possible; the term is five years. Review of applications will begin on January 23, 2004. The position number for the Director of UTS is AKH 378. Applications (including a currienlum vitae, a professional dossier, and the names of three referees) or nominations should be sent to:

Karen R, Crant, Vice-Provost (Academic Affairs) and Chair, Advisory Committee to Advise the Vice-President (Academic) and Provost on the Selection of the Director of the University Teaching Services 208 Administration Building, University of Manitoba Winnipeg, MB R3T 2N2; Fax: 204-275-1160

Application materials, including letters of reference, will be handled in accordance with the Freedom of Information and Protection of Privacy Act (Manitoba).





Canada Research Chair (Tier I) in Plant Molecular Stress Physiology Department of Biological Sciences

The Department of Biological Sciences at the University of Calgary seeks applications for a Tier I (Senior) Canada Research Chair in the area of Plant Molecular Stress Physiology. Tier I Canada Research Chairs are targeted at experienced researchers who are acknowledged by their peers as world leaders in their fields. The tenure-track appointment will be at the Professor rank. The Canada Research Chairs Program has been established by the Canadian government to enable Canadian universities to foster research excellence and enhance their role as world-class centres of research. Detailed information about this program can be found at http://www.chairs.gc.ca. The successful candidate for this position should have an established, internationally recognized research program that focuses on molecular aspects of plant responses to environmental stress.

Biological Sciences is a large and vibrant department. Areas of research excellence have steadily evolved over 36 years and range from molecular to evolutionary and ecosystem studies with the long-term objective of having a diverse and broad, but interactive, base of research activities. The University of Calgary has identified Plant Biology as one of its areas of research excellence. Current research expertise exists in the areas of plant molecular biology, biotechnology, stress and hormone physiology, cell biology, biochemistry, anatomy, and taxonomy. Excellent equipment and facilities are available, including a recently upgraded plant growth facility, a confocal microscope, and facilities to conduct proteomic analysis. For further information on the University, see http://www.ucalgary.ca and on the Biological Sciences Department, see http://www.bio.ucalgary.ca. Exceptional opportunities will be provided by the new firstitute for Sustainable Energy, Environment, and the Economy. The Chair holder will also be expected to participate in some teaching at graduate and undergraduate levels.

Calgary is a dynamic city (population over 900,000) with a lively cultural life and a very wide range of recreational opportunities. Calgary is only a one-hour drive to the Rocky Mountains. Banff, in Banff National Park, is less than an 80-minute drive west of Calgary. Calgary International Airport has excellent connections to European, Far Eastern and U.S. cities.

A complete application should include a curriculum vitae, representative publications, and a statement of research interests. Candidates should arrange to have three letters of reference sent under separate cover. Deadline for receipt of all material is February 29, 2004. Send to Dr. D.M. Reid, Head, Department of Biological Sciences, Faculty of Science, at the address below. Fax: (403) 289-9311.

Assistant Professor, Neuromotor Control

The Faculty of Kinesiology at the University of Calgary invites applications for a full-time, tenure-track academic position at the Assistant Professor level with a research interest in neuromotor control. The Fraculty of Kinesiology is a dynamic, innovative Faculty dedicated to achieving excellence and diversity in research, education, and partnerships.

This position offers an excellent opportunity to develop an independent research program, within a multidisciplinary research environment, through collaboration with members of the internationally renowned Human Performance Laboratory, Sport Medicine Centre, and the Faculty of Medicine. The successful candidate will be expected to contribute to teaching in the undergraduate and graduate programs of the Faculty of Kinesiology.

The Faculty of Kinesiology's nationally accredited undergraduate program attracts talented students who possess one of the highest admission averages at the University of Calgary. In addition, the Faculty is in the process of significantly expanding its research laboratories, and the University of Calgary's Faculties of Kinesiology and Medicine have a dynamic partnership and outstanding research facilities and personnel in biomechanics, bone and joint health, sport medicine, and health, wellness, and human performance (www.kin.ucalgary.ca).

Applicants should have a PhD, evidence of commitment to and superior ability in teaching, and an active program of research with strong potential for external funding.

Calgary is a vibrant, multicultural city (population ~1,000,000) near the Rocky Mountains, Banff National Park, and Lake Louise (www.visitor.calgary.ab.ca).

Please submit a curriculum vitae, three letters of reference, and a cover letter including a statement of research interests by **January 15, 2004** to: **T. Gabriele, PhD**, Acting Dean and Associate Dean (Academic), Faculty of Kinesiology, at the address below.

Engineering

The Department of Efectrical & Computer Engineering invites applicants for tenure-track positions at the rank of Assistant or Associate Professor to expand its already strong team of software engineering researchers. Applicants who are in the process of linishing their PhD are also welcome. Outstanding senior candidates will be considered for a full Professorship as ICORE chair; see http://www.icore.ca/grants.htm.

We are interested in candidates whose primary research interest is in the area of Software Engineering. Applicants must possess a PhD in Software Engineering or a closely related discipline and have a strong research record. Foundational areas of software engineering, real-time software engineering, hardwaresoftware co-design and emerging technologies are of particular interest, but highly qualified candidates. working in other areas of software engineering will also be considered.

The Department is committed to excellence in research and teaching, it has one of the first CEAB-accredited software engineering programs at the undergraduate level and has a well-established graduate program in software engineering. More information about the Department is available at http://www.enel.ucaloarv.ca/Departmental/Web/fadex.htm

The University of Calgary has unique funding opportunities for software engineering research. Various government agencies (e.g., Alberta Ingenuity Fund (AIF), Canada Foundation of Innovation (CFf), The National Science and Engineering Research Council (NSERC)), numerous private companies from Calgary's high-tech sector, as well as international corporations have contributed to a well-funded research program in the Department.

The University of Calgary is a public institution with a full-time student population of about 25,000. The City of Calgary has a population of over 900,000 and is one of the fastest growing high-tech industry based cities in Canada. It is situated within an hour's drive of Banff National Park, one of the most beautiful areas of the Rocky Mountains.

Rank and salary are commensurate with qualifications and experience. Applicants are encouraged to apply as soon as possible for positions which are currently open.

Applications — Including a curriculum vitae, a statement of research interests, current and projected research activities, a sample of written work, and any available teaching evaluations should be sent to: Dr. Joshua Leon, Head, Department of Electrical & Computer Engineering, at the address below. Email to: acadaont@enel.ucalgary.ca

All applications should also include names and contact information of at least three individuals from whom the selection committee may request a written or verbal reference.

2004 Spring/Summer Session Instructors

The Faculty of Continuing Education is now accepting applications for instructor positions for the 2004 Spring/Summer session. Undergraduate and graduate level instructional courses may be available in Dance, English, French, Italian & Spanish, Greek & Roman Studies, Geomatics Engineering, Haskayne School of Business, History, International Indigenous Studies, Mathematics & Statistics, Music, Political Science and Sociology.

Spring/Summer Session 2004 is scheduled in two academic terms: May 14 – June 30 and July 2 – August 18. These positions are term positions for approximately three to six weeks in duration.

Requirements: PhD or equivalent is preferred, with three to five years of university level experience in the subject area. Published articles in national and international journals would be an asset.

The deadline to receive applications is **January 9, 2004**. Your application should include a curriculum vitae, indicating the area of interest. Please ensure your name is in the subject line of the email. Applications are to be forwarded to **R. Leason**, Special Sessions Office, Faculty of Continuing Education, at the address indicated below; Fax: (403) 220-0045; Email: rleason@ucalgary.ca

Tenure-Track Position, Finance Area

The Haskayne School of Business is seeking qualified candidates with a PhD to fill a tenure-track position in finance with a focus on corporate finance. We would prefer a candidate at the level of associate professor, although we will consider all ranks (assistant, associate or full professor). Immediate tenure will be considered only for candidates with appropriate qualifications.

The successful candidate will have high motivation, a proven research track record, and a demonstrated capability for teaching at the MBA level. Faculty research interests can be viewed at www.haskayne.ucalgary.ca/fnce. Anticloped starting date is July 1, 2004.

The Haskayne School of Business at the University of Calgary is a progressive and innovative business school with an international reputation for influencing the practice of management and leadership through quality teaching and research. With more than 3,000 full- and part-time students enrolled in bachelor's, master's, PhD, and executive education programs, the business school boasts more than 13,000 alumni in 50 countries around the globe. An AACSB accredited institution, and recognized by the Financial Times as a top-100 business school, the Haskayne School of Business expects excellence in both research and teaching. The position offers balanced and flexible teaching loads and research support.

With a population close to one million, Calgary is one of Canada's largest head-office cities. It enjoys a vibrant economic climate based on energy, high-tech, financial services, and tourism. This business environment provides a variety of opportunities for scholars. Situated in the foothills of the Canadian Rocky Mountains, the city offers excellent, year-round recreational opportunities.

Interested individuals are asked to submit their curriculum vitae and three letters of reference to:

Dr. Michael Robinson, Chair, Finance Selection Committee, Haskayne School of Business, at the address below. Email: michael.robinson@haskayne.ucalgary.ca

Dr. Robinson will be attending the American Finance Association's annual meeting January 3 – 5, 2004 to meet with applicants. All applications received before January 30, 2004 will receive full consideration. This position will remain open until filled.

University of Calgary, 2500 University Dr. N.W., Calgary, AB Canada T2N 1N4

All qualified candidates are encouraged to apply; however, Canadians and permanens residents will be given priority. The University of Calgary respects, appreciates and encourages diversity

To see alf University of Calgary academic positions, please visit www.ucalgary.ca/hr/career



THE FACULTY OF ARTS AND SCIENCE AT THE UNIVERSITY OF LETHBRIDGE INVITES APPLICATIONS FOR 13 TENURE TRACK POSITIONS AND 1 TERM POSITION (ALL AT THE ASSISTANT PROFESSOR LEVEL UNLESS OTHERWISE INDICATED) TO BEGIN JULY 1, 2004, SUBJECT TO BUDGETARY APPROVAL, SUCCESSFUL CANDIDATES WILL BE EXPECTED TO DEVELOP CONTINUING RESEARCH PROGRAMS, TO SEEK EXTERNAL FUNDING, AND TO TEACH AT THE UNDERGRADUATE LEVEL. GRADUATE LEVEL TEACHING AND SUPERVISION OPPORTUNITIES ALSO EXIST.

Located in southern Alberta, with a view of the Rocky Mountains, Lethbridge offers a sunny, dry climate that is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University has an enrolment of over 7,000 students. Our focus on liberal education, selected professional programs, smaller classes, co-op placements and involvement of students in faculty research provides the very best education available. For more information about the University please visit our web site at www.uleth.ca.

The positions are open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. Applications should include a curriculum vitae, transcripts, teaching evaluations, publication offprints, a statement of teaching philosophy and research interests, and names and contact information of at least three referees who are scholars in the field. Send this material and arrange for the letters of reference to be mailed directly to The University of Lethbridge, 4401 University Drive, Lethbridge, AB, T1K 3M4, to the attention of the Department contacts as indicated below.

The University of Lethbridge aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs. The University is an equal opportunity employer and offers a non-smoking environment.

Biological Sciences (one tenure track)

A Ph.D. is required. Post-doctoral and teaching experience are assets. We seek a Molecular Geneticist working in either plant or microbial systems, with preference given to those with strengths in: plant-microbe interactions, plant pathology, development, physiology, biotechnology, molecular biology, comparative genomics, or evolutionary genetics. The successful applicant will teach in areas such as molecular and cellular biology, genetics, and biotechnology.

Contact: Dr. Andrew Hurly, Chair, Department of Biological Sciences, Telephone: (403) 329-2245,

Fax: (403) 329-2082 or É-mail: hurly@uleth.ca Closing date: January 15, 2004. (see our classified ad in this issue)

Chemistry (one Canada Research Chair, and one tenure track)

 Ther II Canada Research Chair; in Biochemistry: candidates are expected to have excellent potential in an area of biochemistry/molecular biology that will support the growth and developments. ment of research capacity in Neutraceuticals. More information about the Canada Research Chair Program is available at http://www.chairs.gc.ca.

Tenure track position in Biochemistry. A Ph.D. is required. Research in Areas that complement our existing faculty will be considered advantageous, as will the ability to interface with research tools on campus (macromolecular NMR and crystallography facilities, transgenic plant and animal centers), and in the vicinity (WestGrid computational network, NANUC, Canadian Light Source).

Contact: Dr. R. T. Boerl, Chair, Department of Chemistry and Biochemistry,

Closing date: Applications will be accepted until the positions are filled, but consideration of complete files will commence on February 16, 2004.

Computer Science (one tenure track)

Assistant Professor, or more senior position. A Ph.D. is required. We are particularly interested in candidates in areas related to information retrieval and human-computer interaction to work on a

project on digital libraries (see sadi.uleth.ca)
Contact: Dr.W. H. Holzmann, Chair, Department of Mathematics and Computer Science,
Telephone (403) 329-2470, e-mail chair@cs.uleth.ca
Closing date: Consideration for the position will commence on January 30, 2004 and will continue until the position is filled. (see our classified ad in this issue)

History (two tenure track)

 American History: a Ph.D., or near completion, is required. Contact: Professor Chris Hosgood, Chair, Search Committee, Department of History, Telephone: (403) 329-2541, Fax: (403) 329-5108, or e-mail: hosgood@uleth.ca

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Closing date: January 31, 2004. (see our classified ad in this issue)

2. Please see next month's issue of this publication for our classified advertisement for this posi-

Kinesiology (two tenure track)

1. Senior faculty position, which could include the duties of department chair. The successful candidate must have a Ph.D. and experience with administrative duties at a minimum of a departmental

 Assistant Professor: A PhD., or near completion, is required in the Humanities areas of Kinesiology. The successful applicant will have expertise in History and Philosophy. Additional teaching ability in areas such as Sport and Popular Culture, Media, Olympics, and/or Embodiment is desirable

Contact: Jochen Bocksnick, Chair, Department of Kinesiology, Telephone: (403) 329-5188,

E-mail: bocksnick@uleth.ca

Closing date: January 31, 2004. (see our classified ads in this issue)

Mathematics and Statistics (one tenure track)

A Ph.D., or near completion, is required. We are particularly interested statistics, but candidates in mathematics will also be considered.

Contact: Dr. W. H. Holzmann, Chair, Department of Mathematics and Computer Science,

Telephone (403) 329-2470, email chair@cs.uleth.ca Closing date: Consideration for the position will commence on January 30, 2004 and will continue until the position is filled. (see our classified ad in this issue)

Native American Studies (two tenure track)

A Ph.D., or near completion, is preferred, but a Master's or equivalent degree, with a strong teaching and publication record in Native American Studies will be considered

Appointment at the Associate Professor level may be considered.

1. Linguistics background and ability to teach Blackfoot and/or Cree languages is preferred. 1. Linguistics background and any in text in industries and the case of the control of the contr 329-2635, Fax: (403) 380-18SS, E-mail: lastukaca@uleth.ca. Closing date: January 31, 2004 (see our classified ad in this issue).

Neuroscience (one tenure track)

A Ph.D. is required. We are interested in candidates whose research will complement current departmental strengths in systems-level neuroscience, who can collaborate with colleagues in behavioural and cognitive neuroscience, and who are qualified to teach undergraduate and graduate courses in cellular and molecular neurobiology. Contact: Dr. Robert Sütherland, Chair of Neuroscience Search Committee, Department of Psychology and Neuroscience, Telephone: (403) 394-3987, Fax: (403) 329-2775, E-mail: robert sutherland@uleth.ca. Closing date: Consideration of applications will begin immediately and will continue until the posi-tion is filled, (see our classified ad in this issue)

Psychology (one tenure track) A Ph.D. is required. We will consider any area of specialization, but are particularly interested in APILD. Brequired. We will character any account of percentage and percentage and condidates with strengths in cognition, perception, development, or evolutionary psychology Contact: Dr. Sergio Pellis, Chair, Department of Psychology and Neuroscience, Telephone: (403) 329-2235, Fax: (403) 329-2555, E-mail: wehlage@uleth.ca.

Closing date: Consideration of applications will begin January 15, 2004 and will continue until the

position is filled, (see our classified ad in this issue)

Women's Studies (one one-year term)
A Ph.D., or near completion, is required in Women's Studies or any Interdisciplinary /Disciplinary A Ph.D., or near completion, is required in voluments studies of any interdisciplinary area with clear emphasis on women-centered studies. Expertise in the areas of gender, feminist theory, research methods, and interdisciplinary pedagogical approaches is sought. Contact: Dr. Shelly Wismath, Department of Mathematics and Computer Science, Telephone: (403) 329-2529, E-mail: wismaths@cs.uleth.ca. Closing date: January 15, 2004. (see our classified ad in this issue)

For more information contact: Faculty of Arts & Science - University of Lethbridge 4401 University Dr. W. Lethbridge, AB T1K 3M4 Ph: (403) 329-2240 Fax: (403) 3B2-7114

■ THE UNIVERSITY OF WINDSOR — The Faculty of Engineering is seeking an our standing condidate to normale till lack programme to the standing condidate to normale till lack programme. The standing condidate to normale till lack programme to the standing condidate to the standing condition of the CRC Chair vast our website at www. windsoc.af-decultypost offers. Confact Dr. Granding Con

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The Department of English Invites application of the Department of English Invites application of the Department of English Invites applicad and the Assistant Professor level in Film Studend Screen Writing effective 1 July 2004
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ENVIRONMENTAL STUDIES ■ THE UNIVERSITY OF WATERLOO - The

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■ THE UNIVERSITY OF WINDSOR Invites applications for a tenure-lack tearuity position in the area of Foreness Science at the rank of Assatiant Professor comments budgeting approval. A PhD in disciplines related for Foreness Science, such as Anthropology, Commodogy, Blochemistry, Taxicology, Biology, or Psychology is required as well as substantal evidence of excellence in research and teaching. Contacts Dr. Bruce Williams (America) and teaching. Contacts Dr. Bruce Token, Charle, Foreness Science Appointments Committee, University 3, 3,000 excellence in research and teaching. Contacts Dr. Bruce 1, 2324. Fas 1,519 97.1,3510, Ernaul trustant with the contact Dr. Bruce 1,519 97.1,3510, Ernaul trustant yellow (Mosto) on the City of Windson, contact Dr. Janice Drawlich, Dilection, Faculty Recruitment at 877,655-608 troil free] or recruit@uwindson.ca. THE UNIVERSITY OF WINDSOR Invites

■ THE UNIVERSITY OF TORONTO — The highly prestigious Canada Research Chair piogram was established by the Goreinment of Canada in 2000 to provide support for exceptional tessents cholars in Canadam universities. The program proport of exceptional tessents cholars in Canadam universities. The program proport of exceptional tessents cholars in Canadam universities. The program proport and reduced teaching loads. Tiel 1 Canada Research Chairs are livened for solicities and the control of the contro

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presery. Additional information may be obtained from the Faculty was side at https://
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of six feleres should be submitted by mail
or electronically before Mach Celth, 2004.
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FRANÇAIS

■ L'UNIVERSITÉ DU MANTOBA — Le Dépardement de français, espagnol et italien a
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GÉOGRAPHIE

■ L'UNIVERSITÉ LAVAL — Posto de pro-fesseule, professeur en géomoiphologie. Dépaitement de géographie. Faculté de forostene et de géometique. Spécialisation en environnements notidiques et processus des milleus naturels. Qualifications et com-pétences souhartées: Détenir une formation

ALASPINA University-College

Malaspina University-College, located on beautiful Vancouver Island, is a Malapina University-Unigg, located on beautini Variouver Islandi, sidyamic and diverse educational organization, dedicated to excellence in teaching, service and research. We foster student success, strong community connections and intermational collaboration by providing access to a wide range of university degrees and college diploma and certificate programs designed for regional, national and international

We are occepting applications for the following faculty positions

History

Comp. 03-4117 closes 1 pm, Jan. 30/04

English

Comp. 03-4120 closes 1 pm, Feb. 27/04 For full details, please click on Employment Opportunities on the

Malaspina University College website www.mala.ca, or call the 24-hr. job-line, (250) 740-6285.

Bookmark this website for upcoming career opportunities.



Nanaimo Campus 900 Fifth Street Nanoimo, BC V9R 5S5

WWW.MALA.CA



University College of the Fraser Valley has provided innovative and compre-ive educational programs for over twenty live years. As an undergraduate to se granting institution currently enrolling over 7,000 students, the focus at university coffege is on teaching and research excellence.

BUSINESS ADMINISTRATION INSTRUCTOR

The department of Business Administration at UCFV has 500 students currently enrolled in degree, diploma and certificate programs. The department is committed to innovative programming, and developing local, national, and international partnerships

The Department trivites applications for a full-time, permanent faculty position Human Resources and Organization Studies, commencing August 1, 2004

The successful candidate will teach upper and lower level courses in the Bachelor of Business Administration and Backelor of Business Administration and Backelor of Business Administration Advantion) programs. Preference will be given to candidates able to teach upper level spectably courses in human resources management and also candidates able to teach Urganization Theory and Application (the core course in Human Resources and Organization Studies concentration) and Industrial Relations (required course for all students in the BBA and BBA Aviation programs).

Candidates should hold a relevant master's degree, preference will be given to candidates with Ph.O.s completed or near completion. The successful candidate should also have relevant post-secondary teachings sperience; a storing commitment to scholarly research, and be able to provide evidence of activity in this area.

Please submit your application, quoting posting #2003.55, by February 28, 2004, to:

Employee Ralations 33844 King Rood, Abbotslord, B.C., V2S 7M8 Tel: (604) 854-455; Fax: (604) 854-1538 E-mail: erinfo@ucfv.bc.ca; Web site: www.ucfv.bc.ca

For more information about this position or about the Department of Business Administration, please contact Dr. Frona McQuarrie at Itona.mcquerrie@ucfv.ca Only candidates receiving an interview will be contacted. We thank all applicants for consid-UCPV for employment. UCPV is an employment equity employer.



Department of Political Science University of Toronto

rouid be welcome. The successive candidate in the offered a wide range of teaching ex-enences from first through fourth year un-ergraduate courses to supervision of doc-oial students. In addition to undergradu-te programs in Literature and in Rhetoric

Canada Research Chair in Immigration & Governance

The Department of Political Science at the University of Toronto The Department of Political Science at the University of Toronto invites applications for a rank open, tenure-scream appointment in Immigration and Governance. The Department will nominate the successful applicant for a Canada Research Chair, either at the Tier 1 (senior) level or Tier 2 (junior) level. The Government of Canada funds the Canada Research Chairs' Program to promote internationally recognized research in Canadian universities. (For dealts see www.chairs.gc.ca.) Accordingly, whether at Tier 1 or Tier 2, candidates are expected to be scholars of real distinction whose research and teaching will make major contributions to the quality and stature of the Department.

The ideal candidate (at either the Tier I or Tier 2 level) would be one whose work straddles political theory, comparative politics and public polity studies with regard to international migration and migration polity. Our aspiration is to attract a scholar whose work draws together the intellectual concerns of political philosophers, legal scholars, students of migration within sociology and students of ethnicity within cultural anthropology. We are prepared to consider applications from outstanding scholars whose work does not satisfy all of these criteria but does clearly fit under the rubric of immigration and Democratic Governance and includes explicit normative dimensions.

mative ormensions.

Applicants should include the names and contact information (including e-mail) of three referees. Applicants should also send a curriculum vitae, copies of representative publications and starments on research and teaching to: Professor Robert Vipond, Chair, Department of Political Science, University of Toronto, 100 St. George Street, Room 3018, Toronto, Ontarlo, Canada, MSS 3G3.All qualified candidates are encouraged to apply however, Canadans and permanent residents will be given priority.

The University of Toronto Is strongly committed to diversity within its community. The University especially welcomes applications from visible mitority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to further diversification of ideas.

The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world.

The University also offers opportunities to work in a range of collaborative programs including Aboriginal, Canadian, environmental, ethno-cultural, sexual diversity, gender and women's studies.

We will begin review of applications on January 4, 2004. We will accept applications after that date but cannot promise that they will be given full consideration. The appointment will begin on July 1, 2004 (or thereafter). Salary will be commensurate with experience.

en géographie et un doctoist an géographe ou dans une discivine commer. Capacité d'enseigne aux tios gyées universitaires. Volonté d'effectus de la recherche soul et né equipe. Entre en fronction : Durant le semestre d'hivel 2004. Faire paveni une lette de candidation, un cuuriculum viat et tiudi etites de recommanda. Allard, directiou. Gépartement de géographie, Faculté de lorestene et de géomatique. Pavillon Chaise-be- Konnek, funiversité Laval, Québec- (Québec-) (Rif YPA, Yestez-notre se à l'adresses www.gggulavalca, En vertu de son programme d'accès à l'égalid, Fluanses, passes vacants à l'engagnement de femmes. En accold avec les exigences du Ministère de l'immigration du Canada, cette offre est destinée en priorite aux cilipernes et deigens canadiens et aux résidentes permiser la desidente permanents du Canada.

GEOGRAPHY

Genes et résidents permanents du Canada.

GEOGRAPHY

BEROCK UNIVERSITY — The Ospariment of Geography Invites applications for these probationary, terrule - Lack applications for the probationary, terrule - Lack applications for the probationary, terrule - Lack applications for the probationary terrule - Lack application in some combination of labour, innovation and the colliusal systems, social invovements, intarnational systems, social invovements, intarnational organizations and becal knowledges. 3. Urban Geography, with specialization in some combination of political systems, social invovements, intarnational organizations and becal knowledges. 3. Urban Geography, with specialization in some complication of these areas of specialization with clear research and teaching witherst time of these areas of specialization with clear research and teaching witherst time of these areas of specialization with clear research and teaching witherst time of the services o gende: imbalance in faculty, qualitied women and men aic equally encouraged to apply. Mote information on Brock University and the Geography Department can be lound on the University's website: www.Brocku.ca/.

GEOLOGY

GEOLOGY

BI BRANDON UNIVERSITY Invites applications for a lierule task facility position in the Department of Geology in the aleas of the Department of Geology in the aleas of in one or mose of hydrogelogy/environment and legelogy, geochemisting, structural geology, bean analysis, effective August 1, 2004, subject to budget, the Department of Geology has a strong resource-based program with excellent landings to sporement and with excellent landings to sporement and that prepares students for registration as a Polessional Geoscientst. Candidates must have a PhO in Geology and a strong commitment to undergraduate teaching. The teaching duties will include courses in mitaduction groups and course in introduction geology and course in high her area of expertuse. The candidate is expected to develop a teseauch program that takes advantage of the Departments' innovation of the position and due by January 30, 2004, or until the position is filled. Salay and rank will be commensurate with qualifications and experience in the commensurate with qualifications and experience candidates with qualifications and experience in the commensurate with qualifications and experience. Candidates with grand family the commensurate with qualifications and experience. Brandon MB 877 650, Fax (204-1), and 5. Wight, Dean of Selence, Brandon MB 877 650, Fax (204-1), however, Candidates are encouraged to apply, however, Candidates and extraorders.

GLOBAL STUDIES

GLOBAL STUDIES

WILFRID LAURIER UNIVERSITY — The Global Studies Plogram invites applications for two positions in the dynamic and ameiging filed of Global Studies. Both are at the rank of Assistant Professor, effective and the rank of Assistant Professor, effective and demonstrated expect use in teaching and research. The first position is tenute siteam; the second will be a limited term two year) appointment. Applicants will be expected to leach a range of undergradule of the complete of the professor of the p

HEALTH & EPIDEMIOLOGY

INTEUNIVERSITY OF SASKATCHEWAN—
The Department of Community Health and Epidemiology, College of Medicine, is seekperiodemiology, College of Medicine, is seekperiodemiology, College of Medicine, is seekthe seek of the seek of the

■ DALHOUSIE UNIVERSITY — Applications are invited for a furfilme enbolations are invited for a furfilme enbolations are invited for a furfilme enbolations are invited for a furfilme enbolation and invited for a furfilment of the furfilment of th

ive action employer. The University en-ages applications from qualified Abo-ial people, persons with a disability, ally visible persons and women. This tion is subject to budget approval.

HEALTH & SOCIETY

ETHE UNIVERSITY OF BRITISH COLUMBIA.

— Institute of Health Promotion Research.
The Partners in Community Health Pleasanch Stiategic Training Program is seek ing two full-time post-dectoia lefevos to each work in two of our lour sesarch areas; I community health services 20 vulnerabla oppulstions 3) workplace health and 4) developing our workshops and evaluating our program. See www.pch.net of contact performance when the program is designed to the contact performance and the program.

HISTORY

HISTORY

ITHE UNIVERSITY OF GUILDIFF minites applications for all emure track position in Women's History, with a non-Western focus, at the iank of Associat Polesson effective 1 July, 2004. PhD in History, completed on real, and evidence of potential relief or neal, and evidence of potential relief or neal, and evidence of potential relief or neal, and evidence of potential evidence of the control of the con

WILFIRD LAURIER UNIVERSITY — The Operatment of Haroly Invites suplications for one or possibly two flowly invites supplications for one or possibly two flowly for the positions will commence 2.10 y 2004. The positions will commence 2.10 y 2004. The positions will commence 2.10 y 2004. The positions will be field to MIGDE Eastern and 15th 25th century and the fields of MIGDE Eastern and 15th 25th century graduate and Graduate courses, the Operatment is especially littlessed in application and the position of the posi

Ium vitile and a teaching dossiet, and arrange to have three letters of reference sent to Dr. George Ulbaniak, Chair, Department of Waterland, Nr. 2004, All qualified candidates are enough to the property of the consideration of the conside

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**PIELNINE/SITY OF LETH-BRICGE — The Department of History mives applications for a tenule troop both of the property of the prop

munities. McMastei University is a insearch intersive university. The successful
candidate must have a strong record of excellence in leading and research, with a
cellence in leading and research, with a
publication. The successful candidate will be
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expected to lead-onworking on the history of Candida, as well
as gendle, was and society. Bittain (1485– 1566), and 20th century Europe. The starting date for the appointment will be no laidtions, including cumodifful wither, names of
the successful candidate.
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and permanent residents will be given prionty. McMastei University is strongly committed to employment equity within its
community, and to recruiting a diverse faculty and data. The University encourages anoutly and data. The University encourages ancluding women, members of visible minoricustomers. A successful candidates are secontices. Abonging appeals, members of sexual
minorities, and persons with disabilities.

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Columbia, Canada — The Centre for Assur-Paric Islatatives (CAPI), in partnership with the Facuity of Humanities (Department of Humanities of Humanities on Humanities (Department of Humanities) (Department of Hu

tive Asia-Pacific outreach program with a proven capacity for attracting external funding support. The successful candidate with the expected to teach courses on Chinese for the support of the successful candidate with the expected to teach courses on Chinese for the support of support of the support of t permanent residents will be given pronony.

If THE UNIVERSITY OF GUELPH livites applications for a tenure track position in line history of 20th century Europe / European Studies at the rank of Assistant Professor, effective 1 July 2004 or negotiable. Preference will he source to the



Teaching & Learning Services A University of Toronto

Coordinator Math Aid Centre

Math Aid Centre

Teaching and Learning Services within Academic Resources at the University of Toronto at Scarborough invites applications for the position of Coordinator of the new Math Aid Centre. The new Math Aid Centre will build on the strengths of the Department of Computer and Mathematical Sciences' existing math tutoring services, expanding and adapting them to its new broad mandate to promote and support basic mathematics, statistics, and data interpretation education on the campus. The Coordinator will be responsible for developing, coordinating and enhancing all Path Aid Centre activities, including one-on-one tutoring (at two locations on campus), developing and presenting in-class workshops, a seminar series and a transition program for in-coming students, supervising and mentoring undergraduate and graduate math TAs and participating in collaborative high school outreach activities. He or she will work closely with the Director of TLS and the Chair of the Department of Computing and Mathematical Sciences to develop and implement goals and initiatives for the Centre, and to enhance the overall quality of math education at UTSC.

We are seeking an individual who combines expertise in mathe-

ity of math education at UTSC.

We are seeking an individual who combines expertise in mathematics with a strong commitment to enhancing the quality of undergraduate math education, broadly defined, Qualified candidates will demonstrate the ability to work with faculty as peers, relate to diverse student audiences, and understand the challenges of math statistics, and data interpretation for students at many different levels and across a range of disciplines including the Social Sciences, Life and Physical Sciences, Humanities, and Management as well as in Computer and Mathematical Sciences. They will have understken math-related curriculum development in a variety of disciplines, have a talent for tutoring one-on-one, enjoy advocating for math education and will have a clear grasp of best practices in university-level math teaching and learning.

This is a full-time academic position at the rank of lecturer. (For a definition of the scope of that position at University of Toronto see http://www.ucronto.ca/govon/lpa/policids/acadapp.htmlt/_Toc46 7301160) The successful candidate will be expected to teach the equivalent of one half-course at the undergraduate level each year in the Department of Computer and Mathematical Sciences.

Qualifications: PhD in a discipline relevant to the position. At least a Masters level degree in Mathematics or related discipline. University teaching experience and excellent communication and administrative skills are essential. Experience with supervising graduate and undergraduate TAs would be an advantage.

Closing date for applications is January 30th, 2004. The start date for this position is March 1st, 2004 or when the position is filled. Questions shead of this deadline are encouraged and may be directed to dawson@uscutoronto.ca.(416) 287-7690. Applicants should send a curriculum vitee and examples of math teaching materials developed. They should also arrange to have at least four letters of reference sent directly to Teresa Dawson, Director—Teaching and Learning Services Academic Resources, AC312B University of Toronto at Scarborough 1265 Military Trail Toronto, Ontario M1C 1A4 or dawson@utscutoronto.ca.

The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse and cosmopolitan locations in the world. The University also offers opportunities to work in a range of collaborative programs. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minoric group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas Ail qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.



Simon Fraser University Assistant Professors School of Computing Science

The School of Computing Science at Simon Fraser University in Greater Vancouver invites applications for several tenure-track positions at the Assistant Professor level. Outstanding candidates at more senior levels will be considered as well. A Ph.D. in Computing Science or equivalent is required, with a strong commitment to excellence in research and teaching. Candidates at the more senior levels should have a strong record of publication, research funding, and student supervision and instruction. Preference will be given to candidates in systems and appli-cations onented areas, and interdisciplinary areas such as hioinfor-matics. However, the overall unnovation and promise of the candidate's work will be considered as important as any specific area.

Simon Fruser University is consistently one of the top-ranked, publicly-funded universities in Canada. The School of Computing Science currently has over 170 Ph.D. and M.Sc. students, 700 undergraduate majors, and 46 faculty members. The School is at the outset of a phase of strong growth. As part of the "Doubling the Opportunities" program of the government, both the number of faculty and students shall be significantly increased within the next three years. The School of Computing Science highly encourages interdisciplinary research building upon the strengths of Simon Fraser University

Simon Fraser University is situated on Burnaby Mountain in Greater Vancouver. Vancouver thrives as a scenic waterfront city located just minutes away from the mountains and a wide range of outdoor activities. It has the mildest climate in Canada. Vancouver's cultural and intellectual pursuits, leisure opportunities, favorable climate, and clean and safe environment are consistently cited as quality of life factors that make it one of the most desirable places in the world to live and work.

All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. Simon Friser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Applications will be accepted until the positions are filled. All positions are subject to budgetary approval. For additional information see www.cs.sfu.ca.

To apply, send a curriculum vitae, evidence of research productivity, and the names, addresses and phone numbers of three referees to: Faculty Search, School of Computing Science, Simon Fraser University, Burnaby, British Columbia, Canada, V5A 186. Email: faculty-search@cs.sfu.ca.

sicalization for a tenuer back position in the history of Canada at the rank of Assistant of Associate Professor, effective 1. July 2004 on registable. Preference will be given to those with a completed PhD and an estab-land incord in reaching, resistant, and be especiated to contribute to undergradu-ate teaching at altievels and to participate in the Department's graduete (M.A. and PhD), activities inrough the Trethieversity Graduste Program in History. An interest new teaching technologies is desirable.

■ THE UNIVERSITY OF WINOSOR - Applie

Contact Rosemary Halford, Research Asso-ciale Humanities Research Gloup, Univer-sity of Windows, Unition N98 and A. Phone: 519,253,3000, Et. 3508, Fax: 519, 971,3620, Eroith Ingraelia/windosca. For Information on the University of Windows Dealech, Discript, South Peoculinent at 877-665-6608 (bill fiee) or recruit@uwindosca.a.

IMMUNOLOGY

THE UNVERSITY DF WESTERN ONTARIO

The Department of Mitrobiology and Imperent Park Interest of the Professor in the area of Imperent Park Interest of Interest of

The Faculty of Arts Invites applications to a combined tenure track position and Goodincombined tenure track position and Goodincombined tenure track position and Goodinsociale level to higher commencing July 1, 2004. The specialization is open, but pietference will be given to scholars in development economics or the palincal economics of the palincal economics and skills in leading a diverse community of interdisciplinary scholars of the palincal economics and skills in leading a diverse community of interdisciplinary scholars of the palincal economics and skills in leading a diverse community of interdisciplinary scholars of the palincal economics and the palincal economics of the palincal economics and the palincal economics KINESIOLOGY

THE UNIVERSITY OF LETHBRIOGE — The Department of Kinesiology myletes applications for a serior faculty position (lethure tons for a serior faculty position (lethure tons for a serior faculty position) (lethure tons for a serior faculty position) (lethure tons for a serior faculty facul

With 10 faculties and 28,000 students, the University of Ottawa is North America's premier bilingual university. In terms of employment, the University is recognized for its team spirit and approach to welcoming and integrating people.

CRIMINOLOGY Assistant Professors

The Department of Criminology of the University of Ottawa is accepting applications for three tenure-track positions at the level of Assistant Professor. The starting date is July 1, 2004.

Candidates must have a Ph.D. in Criminology or in a field related to the interdisciplinary study of crime and criminal justice, or be near completion. Bilingualism is a requirement for tenure at the

Interested candidates should forward their resume, a letter describing their teaching and research experience, as well as three letters of reference to: Sylvie Frigon, Chair, Department of Criminology, University of Ottawa, 25 University, P.O. Box 450, Station A, Ottawa, Ontario KIN 6N5.

The examination of applications will continue until the positions are filled,

The University of Ottowa subscribes to an employment equity policy. Women and members of visible minorities are strongly encouraged to apply. In accordance with Immigratian Canada, preference will be given Canadian citizens and permanent residents.

Comptant 10 facultés et accueillant 28 000 étudiant(e)s, l'Université Complain l'i factique et accueillant à s'ouversite bilingue d'Amérique du Nord. En matière d'emploi, l'Université est réputée pour son approche axee sur l'esprit d'équipe ainsi que sur l'accueil et

CRIMINOLOGIE

Les candidat(e)s doivent avoir un doctoral en criminologie ou dans une discipline liée aux études interdisciplinaires du crime et des politiques pénales, ou être sur le point de le terminer. Le bilinguisme est une exigence pour la permanence à l'Université d'Ottawa.

Les personnes intèressées à poser leur candidature doivent faire parvenir leur curriculum vitze, une lettre décrivant leur expérience en enseignement et en recherche ainsi que trois lettres de recommandation à : Sylvie Frigon, Directrice, Département de criminologie, Université d'Ottawa, 25, Université, C.P. 450, succ. A, Ottawa (Ontario) KIN 6N5.

L'étude des dossiers continuera jusqu'à ce que les postes soient comblés.

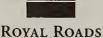
L'Université a une politique d'équité en matière d'emploi. Les femmes et les membres des cammunautés minoritaires sont fortement encouragés à poser leur candidature. Canformément aux exigences d'Immigrotion Canada, cette annonce s'adresse aux citayennes ou citoyens canodiens et aux résidentes au résidents permanents du Canada.





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www.uottawa.ca



UNIVERSITY

DEAN, SCHOOL OF BUSINESS ROYAL ROADS UNIVERSITY

You can get there from here

Royal Roads University, a different kind of public university for a changing global economy, seeks a strong and established leader as its new Dean. School of Business.

Since its foundation in 1995, Royal Roads University has developed more than 35 degree, diploma, professional development and executive certificate programs, including one of the largest MBA programs in Canada. Currently more than 3000 learners from 41 countries participate in innovative programs through a combination of Internet learning and on-campus residencies. The University has 280 employees, 300 to 400 part-time associate faculty, a budget of \$34 million, and is located on a 565-acre National Historic Site in the city of Victoria on Vancouver Island. Please visit www.royalroads.ca for additional information.

The School of Business offers leading management education through a variety of innovative and learnerfocused MBA degrees, as well as a Bachelor of Commerce. Its promise is to provide teaching excellence, a learner-focused, quality-driven

outcomes-based curriculum, and action-based research initiatives

The Dean is the senior executive of the School of Business, reporting to the Vice President Learning, and is expected to provide dynamic leadership of the School, both within the University and the external community. A record of leadership accomplishments in the private and/or business school sector, a commitment to life-long learning and an innovative and entrepreneurial orientation are required in this important position. Candidates should have a passion for learner-focused and quality-driven education and the ability to externally promote and validate the programs of the School of Business.

The Deanship is a key academic/corporate position with one of Canada's newest and most innovative universities. This individual will play a significant role as Royal Roads seeks to expand globally and meet the challenges of the age of learning. Applications should be sent to the Landmark Consulting Group, 25 Main Street West, Suite 2225, Hamilton, ON L8P 1H1 or to resumes@landmarkconsulting.org



LANDMARK CONSULTING GROUP INC.

INTERNATIONAL DEVELOPMENT

■ SAINT MARY'S UNIVERSITY — Interna-tional Development Studies is an interdis-ciplinary program at Saint Mary's Universi-ty offering undergraduate degrees as well as MA degrees end a Graduate Diptoma.

l'intégration des personnes. Professeur(e)s adjoint(e)s Le departement de criminologie de l'Université d'Ottawa sollicite des candidatures pour trois postes professeur(e)s adjoint(e)s menant à la permanence, dont l'entrée en fonction est le 1er juillet 2004.

THE UNIVERSITY OF REGINA — The Faculty of Fine Arts invites applications for a terrunerizate position, to be appointed at international position, to be appointed at terrunerizate position, to be appointed at terrunerizate, position, to be appointed at terrunerizate, position, to be appointed at the control of the position and studies; must be positional to the position and the

echnology and computer-seasited featuring is an asset. Teaching physical activity classes is a possibility. The Department of Kinesiology focuses on the study of wellness and litelong physical activity involvement of all individuols at all teets of participation. By a second of the season of the

intermediate conditions appendiate and intermediate of visite minorities. Abonignal perions, members of sexual minorities, and persons, members of sexual minorities, and persons with disabilities.

If the WINCERSITY OF WAIERLOO — Applicabilities are being accepted for a tenue track position at the Assistant and Assistant a

Individuals, Including women, members of visible minorities, native peoples and persons with deablithes. This appointment is some with deablithes. This appointment is some with deablithes. This appointment is made and the people of the peop

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■ THE UNIVERSITY OF BRITISH COLUMBIA

— The Faculty of Law treties applications
to a tenure-track Tier II (group level) Canada Research Chalt, The objective of the
Canada Research Choir (CRCI Program is
to foster excellence in Canadan academic
research [see http://www.chains.sc.ca.] We

Invite CRC applications from individuals who have a commitment to contributing to the Internationally acclaimed record or research and scholarship of one of Canada's permet law schools, in particular, but not expensed to the contribution of the Canada's permet law schools, in particular, but not expensed to the contribution of the Canada Systems, Domestic Environmental Law, Law and Economic Relations, and Intellectual Pipperty. The appointment is subject to view and fishing the contribution of the Canada Secretary. The Intellectual Pipperty Canada Secretary is a contribution of the Canada Secretary in the Canada Secretary is a contribution of the Canada Secretary. The Intellectual Pipperty Canada Secretary is a contribution of the Canada Secretary in the Canada Secretary is a contribution of the Canada Secretary in the Canada Secretary is a contribution of the Canada Secretary in the Canada Secretary is a contribution of the Canada Secretary in the Canada Secretary is a contribution of the Canada Secretary in the Canada Secretary is a contribution of the Canada Secretary in the Canada Secretary is a contribution of the Canada Secretary in the Canada Secretary is a contribution of the Canada Secretary in the Canada Secretary is a contribution of the Canada Secretary in the Canada Secretary is a contribution of the Canada Secretary in the Canada Secretary is a contribution of the Canada Secretary in t

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seach interests, and curricula vitae, togother with the names and contact information of these releives, and copies of
academic transcripts should be received in
had copy on a before lamany 6, 2004 at
the following address: Darline Beck, Faculthe following address: Darline Beck, Faculty of LLW, University of British Columba,
yof Lucia, Theoretis of British Columba
High Columba
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Law is strongly committed to diversity within its community and especially welcomes applications. From visible minority group members, women, Abongjinal persons, person with discluding members of sexual control of the control of th



Dean, College of Arts and Science

University of Saskatchewan

Applications and nominations are invited for the position of Dean of Arts and Science at the University of Saskatchewan, with the appointment to be effective July 1, 2004.

The University of Saskatchewan is a publicly funded institution with approximately 1,000 faculty, 3,650 full-time staff, 15,000 full-time and 4,000 part-time graduate and undergraduate students. The University has an operating budget of approximately \$260 million.

The College of Arts and Science, first established in 1909, is central to the mission of the University of Saskatchewan. Faculty and staff in 22 departments are organized in three divisions (fine arts and humanities, social sciences, and natural sciences). The faculty of 350 provides about fifty percent of instruction to all students at the University. The College has an annual budget of \$40 million and generates approximately \$13 million in research revenue. Please visit the web site at www.arts.usask.ca.

Reporting to the Provost and Vice-President Academic, the Dean is the chief academic leader and administrative head of the College of Arts and Science, responsible for the overall management of the College.

The successful candidate will be an experienced educator with a distinguished record of published research and an ability to support and motivate research and teaching activities in both the arts and the sciences.

Consideration of applications and nominations will begin in early December 2003. The University of Saskatchewan is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals, including women, members of visible minorities, Aboriginal persons, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Inquires and applications may be directed in confidence to the address below. Applications should be accompanied by a detailed curriculum vitae and the

> Janet Wright & Associates Inc. 21 Bedford Road, Suite 300 Toronto, Ontario M5R 2J9 Fax: 416-923-8311 resumes@iwasearch.com

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With 10 faculties and 28,000 students, the University of Ottawa is North America's preinier bilingual university. In terms of employment, the University is recognized for its team spirit and approach to welcoming and integrating people.

Assistant or Associate Professor Department of Sociology

The Department of Sociology at the University of Ottawa invites applications from sociologists or anthropologists for a tenure-track position at the rank of assistant or associate professor commencing July 1, 2004. This position is opened in the context of a new interdisciplinary undergraduate program in Ethics and Society. A significant fraction of the teaching load will consist of courses in this area. Doctorate should be completed or all but completed by the time of appointment. Ability to teach courses in French and in English.

Applications should include a covering letter describing your areas of interest in research and teaching, a curriculum vitae, a teaching dossier, publications, and three letters of reference, and should be sent to Dr. Leslie Laczko, Chair, Department of Sociology, University Of Ottawa, 550 Cumberland Street, Room 405, Ottawa, Ontario KtN 6N5. These must be received no later than February 3, 2004.

The University of Ottawa subscribes to an employment equity policy. Women and members of visible minorities are strongly encouraged to apply in accordance with huntigration Canada, preference will be given to Canadian citizens and permanent residents.

Comptant dix facultés et accueillant 28 000 étudiant(e)s, l'Université d'Ottawa est la plus importante université bilingue d'Amérique du Nord. En matière d'emplot, l'Université est réputée pour son approche axes eur l'esprit d'équipe ainsi que sur l'accueil et l'intégration des personnes.

Professeur(e) adjoint(e) ou agrégé(e) Département de sociologie

Le département de sociologie de l'Université d'Ottawa invite des candidatures de sociologues ou d'anthropologues pour un poste de professeurle) régulier(ere) au rang d'adjoint ou d'agrégé menant à la permanence débutant le l'er juillet 2004. Ce poste est ouvert dans le cadre d'un nouveau programme de baccalauréat interdisciplinaire en Ethique et société. Une partie significative de la charge d'enseignement sera consacrée à des cours portant sur ce thème. Vous devez êtte détenteur d'un doctorat ou sur le point de l'être au moment de l'entrée en fonction et avoir la capacité d'enseigner en français et en anelais. français et en anglais.

Veuillez faire parvenir une lettre de présentation décrivant vos veuntez Taire parvenir une lettre de presentation décrivant vos intérêts en recherche et en enseignement, un curriculum vites un dossier d'enseignement, des publications, et trois lettres de reference, au plus tard le 3 fevirer 2004, à M. Lesfie Laczko, Directeur, Département de sociologie, Universite d'Ottawa, 550, rue Cumberland, bureau 405, Ottawa (Ontario) KIN 6NS.

EUniversité a une politique d'équité en matière d'emploi. Les femmes et les membres des communautes nunoritaires sont fortement encourages à poser leur condidature. Conformément aux exigences d'inantigration Conada, cette onnonce s'adresse oux citoyennes ou citoyens canadiens et aux résidentes ou residents permanents du Conada.





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www.uottawa.ca

UNIVERSITY OF WATERLOO

CIBC CHAIR IN FINANCIAL RISK MANAGEMENT DEPARTMENT OF STATISTICS & ACTUARIAL SCIENCE

The University of Waterloo (UW) has one of the most eminent actuariet science programs in the world. The faculty members in this unit have attained a high level of distinction in their research, teaching and professional contributions. The graduates of the Waterloo program are internationally recognized. In recent years, with has also developed a strong research presence in the field of modern finance, with a special emphasis on computational finance. More than 75 new bachelor's and 20 master's and doctoral graduates enter the insurance and finance industries each year from the undergraduate and graduate actuarial science programs, and the master's program in quantitative finance co-ordinated by the Centre for Advanced Studies in Finance.

The University has recently created the Institute for Quantitative Finance and Insurance (IQFI) to combine the strengths of these two disciplines and provide the vehicle for a major research and reaching thrust in the area of financial risk management broadly defined. This initiative was made possible through support from companies in the insurance and financial services industries, and matching contributions from the Province of Ontano through the Ontano Research and Development Challenge Fund. The Institute will advance research in the financial risk management area and disseminate new knowledge.

disseminate new Knowledge.

A generous contribution by the Canadian Impenal Bank of Commerce to UW's capital campaign,
"Building a Talent Trust," has enabled the University to inaugurate two CIBC Chairs in Financial Risk
Management under the auspices of the IQFI. One of these Chairs will be located in the Department
of Statistics and Actuanal Science. The purpose of this Chair is:

To help the University of Waterlog enhance its leadership role in finance and insurance
education and research, and to expand its expertise by building on its present strengths

To attract students of the highest calibre, and to support and supplement faculty influence
on professional education and current practice

To give prominence and recognition to the interaction between the university and the
insurance and financial services industries, particularly the support provided by CIBC

To support applied research, and the transfer of basic research into current practice
in the financial services and insurance industries

The Canadian Imperial Bank of Commerce is a leading North American financial institution. Through its comprehensive electronic banking network, branches and offices across canada and around the world, GIBC lefts a full fraing of products and services to more than nine million personal banking

The appointment is for a period of up to five years, with expectation of renewal. The anticipated start date is July 1, 2004.

The duties of the Chair holder include:

- Conducting and overseeing a program of research relevant to financial risk management, actuarial science or insurance. Undergraduate and graduate teaching leading seminars and colloquia that involve both undergraduate and graduate students.
- Osseminating applied research through seminars and professional meetings

The Chair holder will be a member of the Oepartment of Statistics and Actuarial Science in the Faculty of Mathematics at the University of Waterloo and play a leadership role in the Institute for Quantitative Finance and Insurance.

The ideal candidate will have earned a PhD in an appropriate field of research within the last few years, and will already have a strong record as a researcher, with exceptional promise for distinction in some aspect of actuanal science, finance or closely related discipline.

The successful candidate must possess strong communication skills and be an excellent teacher.

University of

Please send applications and nominations, including a recent curriculum vitae, by April 30, 2004 to: Professor Alão George, Oean, Faculty of Mathematics University of Waterloo, Waterloo, Ontario, Canada N2L 3G1

BUILDING A TALENT TRUST





Assistant Professor in Physical Activity Epidemiology/Health Policy QUEEN'S UNIVERSITY AT KINGSTON

The School of Physical and Health Education at Queen's University, Kingston invites applications for a tenure track position for a population scientist interested in physical activity and health at the rank of Assistant Professor. The appointment will be effective July 1, 2004, and salary will be commensurate with qualifications and experience. Applications are invited from candidates whose research interests focus on physical activity and fitness within the framework of health policy and/or disease prevention at the population level. The School has a multidisciplinary perspective that spans the physical, biological, epidemiological, and psycho-social dimensions of health enhancement.

Candidates with a background in community health, health policy, epidemiology, occupational health, kinesiology, or related fields are encouraged to apply. Opportunities exist for collaboration with researchers in the Department of Community Health and Epidemiology and the Centre for Health Services and Policy Research. Applicants must have completed a PhD and show evidence of demonstrated excellence in research and scholarship and achieved or potential excellence in teaching. Post-doctoral experience is an asset, High priority will be given to candidates with a promising track record of publications in peer reviewed journals and the ability to develop an externally funded research program.

Applications will be accepted until January 9, 2004 or until a suitable candidate is identified. Applicants should submit a letter of application that includes a description of their research direction and teaching philosophy, a curriculum vitae including scholarly productivity and external funding, as well as evidence of undergraduate teaching experience. Applicants should also arrange to have letters of reference from three reviewers supporting both teaching and research potential sent to *Dr. Janice Deakin, Director, School of Physical and Health* Education, Queen's University, Kingston Ontario Canada K7L 3N6; Tel (613)-533-6601; Fax: (613) 533-2009; Email: deakinj@post.queensu.ca.

All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. Queen's University is committed to employment equity and welcomes applications from all qualified men and women, including visible minorities, Aboriginal people, persons with disabilities, gay men and lesbians. Academic staff at Queen's University are governed by a collective agreement between the Queen's University Faculty Association and the University which is posted at http://www.queensu.ca/qufa.

ITHE UNIVERSITY OF WINDSOR Invites applications for two tenuties force leculty positions in the Faculty of Law commercial, and an the agrees of Commercial Law and an the detailed position descriptions visit our web-lea at www.umwindor.ca/facultypositions. Contact Parl, Bruce Ernan, Dean, Feculty Law, University of Windsoy, Windson, ON, Fax 519,973,7064, Ernaic behrandfunwindsor. On Fort Information on the University of Windsoy, contect. Dr Jannec Diskith, Director, Faculty Recourt Contact Contact

LIBRARY

■ THE UNIVERSITY OF WINDSOR'S Leddy Ubrary invites applications for one tenure-track Librarian position in the area of So-cial Sciences commencing as early as Jan-uary 1, 2004, Rank will be commensurate with expensec, For a detailed position dewith expenence, For a defailed position de-scription vaid our website at I www.pumidsov, ca/facultypositions. Contact Gwendolyn Ebbett, University Ubranan, University of Windsov, 401 Sunsel Ave, Windsov, On-tano, N98 949, Phone: 519, 253,3000, ext. 3161, Fax: 519,971,3638 E-mall; gebbett @uwindsov, a For Information on the Uni-versity of Windsov or the City of Windsov, castal th. Jange Drakkeh Pilector, Faquer windsol, ca. to. sity of Windsor of the City of Windson thact Dr. Janice Drakich, Director, Facul-Recruitment at 877,665,6608 (toll free)

LITTERATURE FRANCOPHONE MODERNE

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MANAGEMENT SCIENCES

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ject to the availability of funds. Salary will be competitive and commensurate with qualifications and expenence. Applicants should submit thair curriculum vitea, a copy of graduate transcripts, a statement of research and teaching interests, one or more published or unpublished papers, and has a statement of the competition of the commensuration of all least these references to the commensuration of the commensura

MATHEMATICAL & STATISTICAL SCIENCES

MATHEMATICAL & STATISTICAL SCIENCES

B THE UNIVERSITY OF ALEBETA — The Decartiment of Mathematical and Statislicial Sciences invites applications for a person with a PMD, a storog fecotor of the Control of the Co

age applications from all qualities with disabilities, many control of persons with disabilities, and abolignal persons.

If HE UNIVERSITY OF ALBERTA — The Department of Mathematical and Statistical Sciences matter applications for a tensus level in functional analysis. We are looking to a person with a PDD, a stemper greory of outstanding tesearch, excellent communication and teaching skills and leadership potential. The successful candidate must probe the successful candidate must probe the successful candidate must probe the successful candidate must read to a successful candidate must read to make successful candidate successful candidate successful candidates and the candidates and the particular candidates successful curriculum value, a research plan and teaching dosser, Candidates should arrangle for at least thee confidential letters of telerence to be sent plan and teaching dosser, candidates should arrangle for at least the confidential letters of telerence to the safe three confidential letters of telerence to be sent plan and teaching dosser, candidates should arrangle for at least the confidential letters of telerence to be sent plan and teaching dosser, candidates should arrangle for at least the confidential letters of telerence to be sent plan and teaching dosser, candidates should arrangle for a telest plan and teaching dosser, candidates should arrangle for a telest plan and teaching dosser, candidates and person should read the plantial of the candidates and persons with disabi

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THE UNIVERSITY OF BRITISH COLUMBIA

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— The Mathematics Department is seeking

15, 2004.

S MMON FRASER UNIVERSITY — The Department of Mathematics invites applications for the position of Chair of the Cepartment starting Soptember 1, 2004. It is articlipated that has successful candidate will be appointed at the rank of Polesson, will be appointed at the rank of Polesson, the Cepartment of the Cepartment of the Cepartment of Ce

al activity is organized around the Cenfer of Esperimental and Computational Mathamates, the Colab and the Cenfer for Septimental and Computational Mathamates, the Colab and the Cenfer for Institute, that Centre for Interdisciplinary Research in the Centre for Interdisciplinary Research in Centre for Interdisciplinary Research in Centre, wife to Apparational by Fall of 2004. The Department also has strong connections with the Pacific Institute for Mathematical Sciences and WITACS as well as the Westgat Computing Initiative. We seek an applicant with a strong Independent in Search program and a commitment to under graduate and graduate teaching runneation skills. The Department's web page can be found at http://www.math.cu.cs/Simo Fraser University is committed to employment equity and encourages applications from all qualified we about plant of the Centre of

ciellan of in essent committees, we used application in advance only those short all applicants in advance only those short as the city of the committee of the

disabilities.

2 THE UNIVERSITY OF WATERLOO — The Faculty of Mathematics has four diparts and the property of the property of

MATHEMATICS & COMPUTER SCIENCE

computer science

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of Appointment. January 1 or August 1,

2004. Rank and Salany Commensurate

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Laurentian Laurentienne

aurentian University is located in Sudbury, a vibrant multicultural city, which is rapidly diversifying its economic base into the sectors of Education and Health Sciences. Sudbury is an attractive modern city offering unique cultural, recreational, and educational opportunities for faculty and students. For further info see www.sudbury tourism.ca.

Laurentian University is a bilingual institution and an equal opportunity employer. It has a policy of passive bilingualism (English/French) as a condition of tenure. Laurentian University is committed to equity in employment and encourages applications from all qualified applicants, including women, aboriginal peoples, members of visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

Applications will be reviewed commencing in January but will be accepted until the postions are filled. Information can be found at www.laurentian.ca.

Université Laurentienne est située à Sudbury, une ville multiculturelle et dynamique qui diversifie rapide-ment sa base économique vers les secteurs de l'enseignement et des sciences de la santé. Sudbury est une ville moderne et agréable qui offre au corps professoral et à la population étudiante des possibilités uniques en matière d'enseignement, de loisirs et d'activités culturelles. Consultez www.sudburytourism.ca pour obtenir davantage d'informations.

L'Université Laurentienne est un établissement bilingue et souscrit au principe de l'égalité d'accès à l'emploi. Le bilinguisme passif (français-anglais) est une condition d'obtention de la permanence. L'Université Laurentienne souscrit au principe de l'équité en matière d'emploi et incite toutes les personnes qualifiées, y compris les femmes, les Autochtones, les membres des minorités visibles et les personnes handicapées à poser leur candidature. Conformément aux exigences du Canada en matière d'immigration, cette annonce s'adresse en premier lieu aux citoyens canadiens et aux résidents permanents.

Les candidatures seront examinées à partir de janvier mais seront acceptées jusqu'à ce que les postes soient comblés. Plus d'informations sont disponibles à www.laurentienne.ca.

Anthropology

Anthropology

Anthropology Program and Forensic Biology Option.
The Anthropology Program invites applications for a
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and of (Assistant Professor) control option invited and and
control of the Anthropology program at Laurentian University is
within the Department of Sociology and Anthropology,
however, the program operates independently, Information on the Anthropology program of territory and faculty
maybe found at http://laurentian.ca/anthro/. The supcessful applicant will also be responsible for the coordnation of the Forensic Biology Option (http://laurentian.ca/
biology/foliensic/frameset.html). The applicant must
have a Ph.D. in Anthropology, and evidence of successful
under gaduate teaching expensione. Anthre involvement
in foliensic anthropology is an asset. Courses taught with
include a first-perior anthropology course in social volution
anthropology, a half course in human biological variation
at the second year level, a thirt by seal to the course in human skeletal biology, and a second year course in fuman skeletal biology, and a second year course in from
at the second year level, a thirt in a difficient institution
these courses will be taught in English, in addition, the
successful candidate is expected to participate fully in
departmental activities, including under gaduate thesis
and three conditional literact of the course fully in
departmental activities, including under gaduate thesis
and three conditional literact of the course fully in
departmental activities (Ch. Telephone IT.05) 6751151 ext.4209 or 4108; Fax. (705) 675-4823 or by e
Arts of exympession.

Arts d'expression

Arts d'expression

Arts d'expression Le programme Arts d'expression est à la recherche de candidatures pour un poste de professeur(e) à l'essai me nant à la permanence pour une directiuce, ou un directeur technique à temps plen commençant le 1er juillet 2004. Ce poste consiste à voit à l'organisation technique (conceptualisation du son, de l'éclaringe et du déco), l'entretien de l'auditoriume et des boaux connexes les des productions, ainsi que l'enseignement des cours codes productions, ainsi que l'enseignement des cours competences supérieures et destrontais en électronte et constituer de décons sont considérés des atouts. Nous acçorderons une préférence aux personnes détenant un diplôme du deureme cycle (une mâinse en théâtre — aspects techniques et technologiques). Toutefois les candidats ou parlement un diplôme du 1er cycle en théâtre (aspects techniques et technologiques) ayer plus teurs années d'exprénere seront considéré (e)s. Les personnes interessées sont prieses de sourreutle wit act des noms de trois répondants à : Madeleine Azola. Directitée du programme Arts d'expression, Éditice Alphonse Raymand, Universite Laurentiene, Chemin du La Ramsey, soudury (NI) P3E 206 ou par cournel à i mazclailau entienne ca.

Biology/Biologie

Biology/Biologie

Vertetrate Physiology, The Department of Biology Imites applications for a tenure-track Assistant Professor appointment in Vertebrate Physiology, Applicants must possess a Ph. D. in Physiology on an allied discipline, with postdoctoral or equivalent research expenence and a strong research potential. The successful applicant will establish an Independent, externally funded research program, supervise graduate successful applicant will establish an Independent, externally funded research program, supervise graduate students, teach in undergraduate and graduate programs and fulfilling some administrative responsibilities. The candidate will be expected to teach undergraduate courses such as Histology, Embryology, Human Anatomy & Physiology and his/her speciality. The successful candidate will join a research oriented collegial objeratment that offers goduate and undergraduate education covering a wide spectral analytical Facility, and a flootomplexity Computational Facility and partnerships exist with the Cooperative freshwater Ecology Unit (MMR/MOE), center for Environmental Monitoring (provincial), and the Canadian Chinale Impact and Adaptation Research Network (Ederal). This appointment may be filled as an NESELOUTA appointment if a suitable candidate is found. Please forward a covering embry of the provincial and the Research Supervised and Adaptation Research Network (Ederal). This appointment may be filled as an NESELOUTA appointment if a suitable candidate is found. Please forward a covering enter, essure and names and addresses (including email) of these referees to Dr. Frank F. Mellory, Chail entergraduate and Adaptation Research Network (Ederal). This appointment may be filled as an NESELOUTA appointment in a suitable candidate is found. Please forward a covering continuous provincial and the Research Network (Ederal). This appointment may be filled as an NESELOUTA appointment in a suitable candidate is found. Please forward a covering continuous provincial and the conditions of the Re

fmallory@laurentlan.ca.

Zoologie des vertèbres. Le département de biologie solicité des candidatures pour un poste trancophone memant à la permanence dans le domaine de la zoologie
des vertebres. Les candidaties d'avoient posseder un
Ph.D. en Zoologie ou l'Equivalent et une expérience post
doctoale pertinent. La personance choises deva pouvoir
devoloper un programme de recherche financé de l'extiencur, superviser des eutidants d'érudes supérieures,
et enseigner des cours tols que l'introduction à la Biologie. l'Anatome de Physiologie humaine, et des cours de
l'option biomédicale. Letal candidatie; retenule; se ploridia a un dipartiement collégia ai se sur la recherche et
qui offre des options biomédicale, biocherchogie, enmembraile et biologie d'incherchogie, enmembraile et biologie d'incherchogie, entrouvers un candidat qualifé. Les candidatjes dévient
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Botany. The Department of Biology invites applications for a twelve-month limited term Assistant Professor appointment in Botany Applicants must possess a Ph. Q. in Botany or an ailled discipline, with post doctoral or equivalent research experience. The candidate will be expected to teach under gaduate courses such as Mycology. Diversity of Prokaryotes & Fung; and Vascular Plant Systematics and is encouraged to develop a research program. The successful candidate will join a research sology options, biomedical, conservation & retardate and under gaduate education covering a wide spectrum of biology options, biomedical, conservation & retardate and under a discontinuation of territorial research states to the programment of the state of the programment of the continuation of the programment of the program

Chemistry/Chimie

Chemistry/Chimie

Positions in Organic Chemistry. The Department of Chemistry and Brochemistry in the Septications for three, the Chemistry and Brochemistry in the Assistant Professor and Chemistry and the Assistant Professor and Chemistry and Chemistry and the Assistant Professor and Chemistry and Chemistry and the ability to teach organic chemistry and topose seleted to organic chemistry at the undergraduate and graduate levels. The ability to teach in both English and French would be an asset. The execution of the Chemistry and Chemistry will be considered priority will be given to those with research interests in all assess related to organic chemistry will be considered priority will be given to those with therests in medicinal chemistry, synthesis of bloadistic compounds, NMR spectioscopy of biomolecules, organic toxicology or biologistic chemistry, in Addition, eligible faculty will have the opportunity to join as occurediation. One a several of these appointments may be filled as NSERCUFA appointments if sivilable candidates and Euroth proposal indicating equipment needs and desired in the control of the control o

Index.htm.

Biological Chemistry. The Department of Chemistry and Biological Chemistry. The Department of Chemistry and Biochemistry invites applications for a tenure-track appointment in the area of Biological Chemistry. The department is particularly interested in candidates with expertise at the interface between Chemistry and Biology with preference given to outstanding candidates with the properties given to unstanding candidates in either bioganalytical, biological chemistry. Candidates must have a Ph.D., postdonical experience and a record of accomplishment in research. This appointment will be at the rank of Assistant Professor to begin high 1, 2004 or as soon as a suitable candidate can be found. The successful candidate is expected to teach courses in the Chemistry and Biochemistry programs at the undergraduate and gladuate levies in both French and English and to develop a solid research program. Finally, the successful candidates with a ballet to join the planned multidisciplinary Ph.D. program in Biomolecular Sciences as a cure faculty member. Applicants should provide a curriculum vitase, a list of publications, a summary of incent receivand in three littles is deemen addicessed to: Chair of the Seuich Committee, Biological Chemistry, Busentlan University, Sudbury, ON PSE 206, http://www.taurentlan.university, Sudbury, ON PSE 206, http://www.taurentlan.c/hem/findex.htm. Review of applications will begin March 2004. ca/chem/indi March 2004.

caychemy index him. Nevew of applications will begin whatch 2004.

Chimie blotelique. Le Departement de Chimie et Bochime sofficie des candidatures pour un poste menant à la permanence dans la domaine de la Chime Bolog-cut. Le departement est particulieriement literesse par des candidatures avec expertise à l'interface entre la Chimie et al Bolidoge et al préfèrence sera donnée aux candidates et candidates exceptionnels dans l'un des domaines suvansis : chime bionafque, bionagnarque ou brog ganque. Les candidates exceptionnels dans l'un des domaines suvansis : chime bionafque, bionagnarque ou brog ganque. Les candidates exceptionnels dans l'un des doctorats, une experence postedicardie percinente et l'évidence d'activités es certierche. L'embauchi se l'entre de l'évidence d'activités des rétraires. L'embauchi se l'entre de l'évidence d'activités es privaires la viun en arrêté sur une candidature appropriée. La personne seize au managnar le jet pellet 2004 ou des pu'un chois seria ai retés sur une candidature appropriée. La presonne seize des pu'un chois seria ai retés sur une candidature appropriée. La presonne seize des pu'un chois seria ai retés sur une candidature appropriée. La presonne seize des pu'un chois seria ai retés sur une candidature appropriée. La presonne seize éticonne pourra ajontée, à tier de membre i épiller, le programme de doctoral mutilidaciplinarie en Sciences Biomédicalises qui est manitenarie in vivue un auriculim vitae, une leste de publications, un résumé es mateires de sectoranda adura un au l'inceture des cercemmandation au l'inceture des tierces de recommandation au l'inceture des tierces de recommandation au l'inceture de Chimie et Bischimile, Dialvestité Lauuenlemen, Susbury (ON) P 3E CE, Telécopeur (705) 075-4848, http://www.burentlan.c./chemindex.htm. L'easmen des dossiers commancer en mars 2004

Commerce & Administration Commerce et d'administration

The School of Commerce twites applications for the following positions. Please send a letter of application discussing you suitability, there eleterones and contact information, a sample of work and a CV to: Dr. Ron Milhielland, Diffection. School of Commerce and Administration. Laurentian University Sudbury, ON P3£ 266; mm/bellandfilms, bellaurentian.

Strategy. The School of Commerce invites applications for a tenure-track appointment in Strategy for July 1, 2 control of the successful candidate will teach in the online B.Comm. and the online MBA programs. Candidates must have solid research skills as indicated by a doctorate in Strategy or near completion of the dissertation. A commitment to excellence in teaching is also a requirement.

Accounting. The School of Commerce invites application for a ten-month limited term appointment to teach Ac-counting. Applicants should have a master's degree in a related discipline with teaching and work expenence.

Organizational Behaviour, The School of Commerce in-vites applications for a two-year limited term appointment to teach Organizational Behaviour. The successfut candi-date will teach in the regular B.Comm, program. Appli-cants should have a master's degree in a related discu-pline with teaching and work experience.

Operations Management. The School of Commerce in-vites applications for a two-year finited term appointment to teach Operations Management. The successful candi-date will teach in the regular B Comm, program. Appli-cants should have a master's degree in a related disci-pline with teaching and work expenence.

Finance. The School of Commerce Invites applications for a two-year limited term appointment to leach Finance. The successful candidate will teach in the regular 8.Comm program. Applicants should have a master's degree in a related disopline with teaching and work expenence.

Fondements de la gestion et/ou gestion financiere. L'École de commerce et d'administration solitere des candidatiues pour un poste à ducie el limitée pour dix mois dans le domaine de Fondements de la gestion et/ou gestion financière. Le candidatiles jodit possédel une matrise. Le poste débuté le 1c ryuillet 2004. Il faut emoyer un curreculum vate, une description des intérêts actuels et préventées aons fe domaine des recherches, un expose de trapérence et des intérêts actuels et repréventée aons fe domaine des recherches, un expose de trapérence et des inférêts dans la resegrament une posséde et ross lettres de référence à 3. Dr. fon Mulholland, versité Laurientienne, Sudbury (ON) PSE 206 ou par coursel a : mulhotland@rickel.laurentian.co

Earth Sciences

Positions in Metamorphic Petrology, Precambrian Geology, Igneous Petrology, and Paleontology, The Department of Earth Sciences and Mineral Exploration Research Centre under applications for two tenure-track faculty appointments in LIM Metamorphic Petrology, 20 Precambrian Geology (3) Igneous Petrology, and (4) Paleontology and Geology (4) Igneous Petrology, and (4) Paleontology and particularly with index and the metal takes grounds, and particularly with indexests and lescalest experience in ord deposit geology and/or the environments (Precambrian particularly) in which they cour. In the case of the Paleontology appointment experience in the Paleozoic or Precambrian is preferred. Apolicants should have a strong research record and be committed to excellence in teaching at the under graduate and graduate level. Supervision of graduate students within a vigorous, overtenally funded research pool particularly in the Chemistry of the Committee of the students of the Committee of the Students and Committee (1) In the Committee of the Students of the Committee of the Com

Economics/Science économique

Positions in Economics. The Department of Economics is seeking qualified candidates for two appointments: (1) a limited term contract for the period of July 18.1, 2004 to June 30th, 2006, (2) a termonth contact for the 2004-2005 academy evan. The successful candidates are expected to teach undergraduate courses and conduct scholarly research. Applicants should clearly state their areas of teaching competence in their letter of applicant control of the control of the

in Fiench. For the one-yeer appointment, ability to offer courses in Fiench would be an asset, but will not be a requirement. Please forward your curiculum writae and the names and addlesses of three references (including telephone, fax, and email information) as soon as possible to: Dr. Bilen MacLean, Chail, Department of Economics, Lourentian University, 935 Ramsey Leke Road, Sudbury, OH 978 206.

ON PSE 2C6.

Postes en science économique. Le Département de sonote économique est à la richetiche de candidats qualifiés pour les postes suivants: Contrat à durée limitée pour la periode allant du let juillet 2004 eu 30 juin 2006 et Contrat de dix mois pour l'année scolaire 2004-2005. Les peissonnes choises enseigheront des cours de le cycle et feort des travaux d'audition. Les personnes inelessaées downer indique clairement leur domaine de desponse de les des les des les des des des des des de mpoli. Elles doivent préférablement et de demande d'empoli. Elles doivent préférablement et de contrat et de la contrat et en recherche, ben que la candidature des personnes qui ont presque terminé leurs études de doo-torat sera également examinée. En ce qui concerne le poste d'une duise de deux ans, il faut être en mesure d'enseigner en français. Pour ce qu'est de l'autre poste, d'enseigner en français. Pour ce qu'est de l'autre poste, d'enseigner en français, pour ce qu'est de l'autre poste, d'enseigner en français, pour ce qu'est de l'autre poste, d'enseigner en français, pour ce qu'est de l'autre poste, d'enseigner en français, pour ce qu'est de l'autre poste, d'enseigner en français, pour ce qu'est de l'autre poste, d'enseigner en français, pour ce qu'est de l'autre poste, d'enseigner en français, pour ce qu'est de l'autre poste, d'enseigner en français, pour ce qu'est de l'autre poste, d'enseigner en français, pour ce qu'est de l'autre poste, d'enseigner en français, pour ce qu'est de l'autre poste, d'enseigner en français, pour ce qu'est de l'autre poste, d'enseigner en français, pour ce qu'est de l'autre poste, d'enseigner en français, pour ce de l'enseigner en français, pour ce de l'enseigner en français, pour l'enseigner en de l'enseigner en l'enseigner en

Education

Education

In April 2003, the Ontano College of Teachers accredited a new English-Inaquage four or five year Concurrent Bachelor at Education program at Lawrentian University in Sudbury, Ontano. The piogram will be phased in over low years, starring in September, 2003. This innovative, inquily-based cacher education program will foste the development of a new generation of committed and competent educators, who will behave in such a way as to bring honour and dignity to the profession, regard as their first duty the effective education of their pupels and strive for a high level of piolessional competence in their teaching. Die of the lounding tenests of this program is a commitment to the traving of teachers who will work with aboriginal students. Accordingly, approximately one-fluid of the faculty will conclude the students of the program of the programments of the programments of the programments of the programment of the programments of the programment of the prog

Education and Schooling. This appointment requires an experienced educatio with a minimum of a Massie's de-gree, an eacedimic degree in Sooil Sciences and successful experience as a classroom teacher. A sound knowledge of educational law is essential. A Ph.D. or Ed.D. in a related social steenor field with research interests relevant to correct opics is desirable. Experience working with seamers, or with teacher candidates in a BEG. with earlier produces for this appointment. Membership or eligibility on membership, in the Ontario College of Teachers is an asset.

Educational Psychology and Special Education. The successful applicant will be an experienced educator with a minimum of a Master's Degine, an ocademic background in Education Psychology and successful experience as a special education teacher in consolitant. A Ph.D. a psecial education with successful elected classroom repensence and its escaphinistic control of the psychology and/or special education with successful related classroom repensence and its escaphinistic with a psychology and psycho

Practicum Conditions. The English Language Concurrent 8.64 Pogram as los losing for a Practicum Co-didinate to Region as the Control of the Program will be essentiable for setting up. 2004. This person will be essentiable for setting up. 2004. This person will be essentiable for setting up. 2004. This person will be essentiable for setting up. 2004. This person will be placements in schools for the 6.6 Conditions when placements in schools for the 6.6 Conditions when sequende for this apportiment, knowledge of the sim-ous school boards in the province and a willingness to several set the program is being set up are essential. Strong interpersonal skills are a necessary attribute. Applications will be accepted until surfable candidates are appointed. The English Language Concurrent 6.6d, program plans to hime a further 3.0 faculty appointments to begin July 1, 2005, and 4.0 faculty appointments for July 1, 2008.

Sciences de l'éducation

Postes en sciences de l'éducation. L'école des sciences de l'éducation sellede des sciences Postes en sciences de l'éducation. L'école des sciences de l'éducation soliter des candicitures pour combin deux postes de piclesseure ou de piotesseur dans le domaine de la formation du personnel enseignant y composité supervision de stages de la piatque de l'enseignement. (EU no poste menant à la permanence en pediagone générale pour assumer, entre autres, l'enseignement des cours en animation cutvelle et leadership. La détention du doctair est une condition d'embauche ment des cours en animation cutvelle et leadership. La détention du doctair est une condition d'embauche de considération de la course de la présent de milleu sochie, la contains condition de la course des la course des la course des la course de la course de la course des la course de la course ette considérées. Une expénence pratique en milieu soolaite, la connaissance du système d'éducation et du curriculum scolaite, la connaissance du système d'education et du curriculum scolaite de l'Ortano annia (qu'un dossière de la publications sont des adouts sérenu. Les dossières de la publications sont des adouts sérenu. Les dossières de la candidate out acandidat de vour conteniu une lettre d'intention, un curriculum vitra détaille précisant l'expérinence et les secheches en cours. Tinas étents de référence doivent parvent au : Comité de séclection, École des selence de l'éducation, Investré La turentienne, 335, chemin du les Ramsey, Sidoury (ON) 232 206. Date d'entrée en fonction : Le juillet 2004.

Sciences de l'éducation. L'école des sciences de l'éducation solitait des candidatures pour combie un poste de professeure un de professeur dans le domaine de la tormation du peisonnel enseignant y compre la superission de stages de la parlaque de l'enseignement. Les dessiers de la candidate ou du candidat doivent contreain une tiette d'intention, un curriculum vate détaillé précisan l'expénence et les recherches en cous. Tiois letties de séclences de l'éducation, Université Laurentienne, 935, chemin du lac Ramsey, Sudoury (ON) P3E 2C6. Date d'entrée en fonction : les juillet 2004.

Engineering

Chemical Engineering. The School of Engineering is cuitedly seeking applications for a terrure track faculty appointment in Chemical Engineering at the Assardar Diometric Chemical Engineering at the Assardar Diometric Chemical Engineering and the Assardar Diometric Chemical Chemica

English
Rhedric and Professional Communication. The Department of English Invites applications for a tenure-track appointment at the rank of Assistant Podesso, in Rhedric and Professional Communication, tenable from July 1, 2004, Laurentian Sengish Department offers streams and Professional Communication, tenable from July 1, 2004, Laurentian's English Department offers streams in Literature and in Rhedrica and Media Studies. The successful candidate will contribute primarily to the Rhedrica and Media Studies, The successful candidate will contribute primarily to the Rhedrica and Media Studies stream in at least two of the following areas of the on this experise. Rhedrical Rhedrican, Professional Communication, Multimedia Communication, and Comappointment Studies. English Department faculty have opportunities to participate in Laurentian of International Communication, and Comappointment Studies. English Department faculty have greatly and communication and Comappointment Studies. English Department of the Communication and Comappointment Studies. English Department of the Communication and Comappointment Studies. English Department of the Communication and Comappointment Studies. English Department of Communication and Communic

applications is February 28, 2004.

Eighteenth-Century British Literature or American Literature to 1900. The Department of English invites applications for a tensue strack approximent at the rank of Assistant Poleosou in Eighteenth-Century Stillish Literature or American Literature to 1900, tenable from July 1, 2004. American English department offers streams in Literature of 1909, the pole of the Stillish Literature of Literature

Français langue maternelle et langue seconde. Le Dépar-tement d'études françaises et de fraduction solfacte des candidatures à un poste en français langue maternelle candidatures à un poste en français langue maternelle et l'angue seconde, dans le couvant alternatif (cinc couva completa, pour l'arone universitate 2004-2005. Il s'agri d'un controit de duze mois s'étendant du Le juillet 2004 au 30 juin 2005, au lang de polociseur adjoint. Ce poste celgé un dectorat ou une maîtrace en linguistique appi-ment de la regue sergie en de l'aronais langue maternelle et langue seconde moit d'un regue langue maternelle et langue seconde une d'ornaine juge perfinent, une excellente connassance de la langue française, une solde excellente connassance de la langue française, une solde

expérience dans l'enseignement du français langue ma-temelle et langue seconde eu niveau universitaie, et un bon dossi et de cheche le. La personne désignée acra eppetée à enseigner des cours de langue igrammaire et rédaction, de covisation et de lingueignemaire et rédaction, de covisation et de lingueigne propio, vare publie de faite parvenir votte demande d'emploi, vare curriculum vitae airisi que les nomes et coordonnées de utros lépondants avant le 15 mai 2004 à - Donald Gennie, down, Facullès des Humanités et des Sciences sociales, Université Laurentienne, Sudbury (ON) P32 2CS.

Geography/Géographie

Physical Geography, Applications are invited for a tenue-hack appointment at the Assistent Professor level from physical geographers with particular intenest in geographical polysical geographers with particular intenest in geographical techni-ques (such as spatial statistic, endrography air holo-nemote sensing and GS). The working language for this appointment is Engish. The successful applicant will have a Ph.D. in geography and will demonstrate strong poten-tial for teaching and research excessful applicant date is July 1st, 2004. Applications should be sent to: Dr. Raoul Engise Mayer, Chail. Department of Geography, Laurentian University, Sudbury, ON PSE 206.

Géographie humaine, Le département de géographie est à la rechetche d'un professeur(e) en géographie urbaine de développement égianal, indéssée) pai les méthodes developpement régianal, indéssée) pai les méthodes quantitatives, afin de combie un poste de piolesseur(e) adquittelle menant à la perimanence. Le cardidat ou dépintiel menant à la perimanence. Le cardidat ou la combie de la professeur et le montreire. Le andige d'emplement et en carbet de la langue d'emplement et en carbet de la langue d'emplement et en carbet de la langue d'emplement et la langue d'emplement et la langue d'emplement et de la langue d'emplement et la langue d'emplement e

History/Histoire

European History. The Department of History invites ap-plications for a ter-month limited term appointment in European history at the Assistant or Associate Profession level, beginning dupus of 1, 2004, subject to budget any level, beginning dupus of 1, 2004, subject to budget any level, beginning dupus of 1, 2004, subject to budget any level, beginning dupus of 1, 2004, and upper level Early Modern Britan and other European courses. Candidates to must have completed a Ph.D., be committed to excellence in research and have teaching expenence. Applicants should submit a curriculum wate and three letters of ref-erence to: Dr. Linda M. Ambrose. Chair, Department of History, Laurentian University, Sudbury, ON PSE 206. Complete dossier must be received by February 27, 2004.

Canadian History. The Department of History Invites ap-plications for a twenty-four month limited term appoint-ment in Canadian history at the Assistant or Associate Porfessol evel, Bepringling July D. 1004, subject to budg-etary approval. We are especially interested in candidates to teach inteductory fee and Post-Confederation Canadian history and upper level Canadian nineteenths and twenteth century social history courses. Candidates must have completed a Ph.D., be committed to excellence in research and have teaching expensers. Applicants should submit a cunculum wite and thise letters of reference to. Dr. Lidd at A. Amboos, Chair, Department of History, Laurentian University, Sudbury, On P 3E 2C6.

University, Suboury, or W. ex. 24.6.

Histoile autopéenae. Le département d'histoile annonce fouverture d'un poste à durée limitée de dix mois en la commente de la commente del commente del commente de la commente del commente del commente de la commente de la commente de la commente de la commente de la

Human Kinetics Sciences de l'activité physique

Sciences de l'activité physique

Human Khettes. The School of Human Knattes invites
applications for a tenuetistes à popuriment at the level
of Assistant Professor beginning. My 12004. Applicants
must have oppertes and experience preventiones including health promotion and disease preventions and there
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neather curriculum, environmental health, rehabilitative
thiciapy, and health psychology are encouraged to apply
candidates will have the opportunity to work at the graduate level in both the masters and newly proposed interdisciplinary Ph. D. programs. Applicants should be fluently
bilingual in English and Fiench, have a Ph.D. present evidence of a commitment or and superim ability in teaching and present an active research program with strong
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Human Kinetics. The School of Human Kinetics invites applications for a tenure-track appointment at the level of Assistant Professor beginning July 1, 2004. Applicants

must have expertise and experience in either the anatomy/ exercise science/humen development disciplines OR the history/philosophy of sport and physical education disciplines. Candidates with a will easily clearly clearly

675-1151 ert 1036 fax 705-675-4845 or by e-mail to: sknow@laucrhian.ca.

Sciences de l'activité physique. L'École des sciences de l'activité physique invite les personnes diment qualifiées à posei leur candidaturé à un poste de professeur adjoint merant à la permanence. La personne chosie entiera en fonction le la pillet 2004, il l'aut posséder des connessiones théoriques et pratiques en sciences de la sanciera del sanciera de la sanciera de la sanciera del sanciera de la sanciera del sanciera

Library

Data, Government and Geographic Information Librarian. The J.N. Desmass bitwary of Laurentian University invites applications from experienced, service-oriented juries-sionals with a strong background in data, government information, maps, and geographical information asservices. This is a tenure-track appointment whose successful cardiadate will be responsible for developing and managing the library's Data. Covernment and Geographic Information and the services of the control of t

Electronic Services Libratian. The JAN Essmarias library of Laurentian University invites applications from experienced, service-oriented pricessionals with a storop backgound in the planning, implementation and evaluation of electronic collections in a university library. This is a tenue-track appointment whose successful candidate will be took expressionable for the evaluation and development of electronic sorvices. The successful candidate will also be primary visconsible for the maintenance of bibliographic many visconsible for the maintenance of bibliographic excess of 9,000 journal tries, and were 3 candidate such variety aggregatios and portals such as Cambridge Scientific, Ebsco, JSTOR, Ovid, Proquest, and Netlibrary.



The successful candidate will also contribute to provincial and national consortial activities. The Electronic Services Librarian will participate in the Ibrary's instruction program, including the development of user guides, online instruction modules, and course-related presentations. As a member of faculty, the incumbent will be expected to research and publish as well as to devote some time to community service. Qualifications required include an ALA-acceptation of the Community service. Qualifications required include an ALA-acceptation of the Community service. Qualifications required include an ALA-acceptation of the Community service. Qualification required to the construction of the Communication of the Communication of the Communication of the Communication salies are poperated by the Communication salies excellent required to the Communication salies excellent verse environment of salies and students in a culturally diverse environment golds and emerging metadata standards such as XML; evidence of participation in scholarly activities and professional organizations; successful grant writing experience. Bilingual Candidates should send a curriculum vitae, and three letters of reference to: Lince Bonin, Director of the JM. Desmaist Library, Leurentala University, Scothury, ON PEZ 206.

Mathematics & Computer Science

Omputer Science.

Computer Science invites applications for a two-year limited applications for a two-year limited applications for a two-year limited term appointments in Computer Science to begin July 1, 2004. This appointments is required to address the increase in enrolment in Computer science due to the double cohort and requires the candidate to be able to teach core Computer Science courses at the first, second and third year level, candidates should be represented the science, a proven research record oil evidence of research potential, and demonstrated teaching ability. For more information please see out departmental web address; www. cs. Jau-tentiance. Candidates should forward a curriculum trate and anange for three letters of leftence to be sent directly by indexes. Applications should be sent to. Dr. Patrics Sawyer, Acting Châir, Department of Malhomatics and Computer Science, Lauendam University, Ramsey Like Road, Sudbury, ON P32 206 or by e-mail to, chair@cs.lauentam.ca.

ON P3E 2C6 or by e-mail to, chair@cs.laurentian.cs.

Computer Science at Laurentian University invitres applications for a thirty-six month limited term appointment in Computer Science to begin from Viversity invitres applications for a thirty-six month limited term appointment is in the area of E-Business and we are loo long for candidates with expertise in Enterprise Software, Applied Networks and Security. The candidate will be expected to participate actively in our new joint E-Business Science with the School of Commerce and suitably qualified applicants may be given a cross-spopliniment with the School Candidates should have a Ph.D. in Computer Science, a proven research in cevor or evidence of I research potential, and demonstrated teaching ability. Teaching duties for this appointment will be in English. Candidates should flower a concolum vitae and arrange for three letters of reference to be sent directly by referees. For more information please to be sent directly by referees For more information please to be sent directly by referees. For more information please to be sent directly by referees. For more information please application of the please of the please

Modern Languages & Literatures

Modern Languages & Literatures

Italian Studies. The Department of Modern Languages
and Literatures invites applications for a ten-morth limited
term appointment in Italian Studies commencing Septemters 15. 2004. There is a stong possibility that the contract
will be ienewed, pending budgetary approval. The successful candidate should; hold a PhD. on be an advanced ABD
in Italian Studies; demonstrate a commitment to teaching
and potential for research; possess native on nean-native
fluency in Italian. Duties will include teaching Italian iterature, cutiure and languages convess a tall levels in a fouryear BA program. As well, there is the possibility of contribution to the Intedisciplinary MA program in the Humanlies. Please send a letter of application, CV, probleations
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Literatures, Lauientian University, Sudeury, ON P3E 205. Spanish Studies. The Department of Modern Languages and Literature invites applications for a three-year limited term appointment at the Assistant Professor free! to teach Spanish ingrage and injurients courses, as well as some literature ingrages and injurients courses, as well as some literature. The Injurient Companish of the Injurient Companish had feeld candidate with Companish of the Injurient Companish had been assisted to the Injurient Companish had been assisted to the Injurient Companish had been assisted to the Injurient Companish the Injurient Companish of the Injurient Companish had fluency in French is destroids. The appointment will be effective July 1st, 2004. Please send applications accom-panish by Civic Leaching dossies, and a sample of scholarly work, as well as the names of three inferees to. Dr. Norman Cheadig, Chair, Department of Modern, Languages and Literatures, Laurentian University, Sudbury, ON P3E 206.

Nursing/Sciences infirmières

Postions in Nusling The English Division of the School of Nusing limits applications for three tenute-facek appointments and one limited term appointment starting byty 1, 2004. The ideal candidates will have graduate preparation in nursing and Ph.D. preferred. Evidence of a developing re-search and published program is essential. Candidates with a backgound in adult primary and/or acute health care, child and maternal health, occupational health nursing and/or health yearnies health policy, ore invited to apply. The Nursing department has a commitment to Northam and rural health and health policy research and practice. Undergoduate Schy, Pumary Health Care RN Post RN and Misch programs are offered by the Nursing department. Individuals making an

application for an appointment are required to submit the following documentation: letter of application, cumculum value, astatement of search and teaching interests, sample of scholarly witting, sample course outlines and teaching interests, and exactly suffered to the state of scholarly witting, sample course outlines and teaching the consideration of submission parameters outlines and teaching sample course outlines and supplication to Dr. Ellen Bukholm, Director Service, Survival Qualenting University, 93 Fax Service, 100 Fax 685.

Telephone: (705) 673-6589; Fax: (705) 675-6851.

Illeannie, Livoj o 1-000s; rait, Iruoj o 1-000s.

Sclances Intirmières. L'école des sigances infilimières sollicte des candidatues à un poste de professeur, d'une discret des candidatues à un poste de professeur, d'une discret de des deux mois candidates des deux des candidates des deux des candidates des la candidates des des candidates des candidates de préférence un deux des candidates de l'enseigne peut d'octent un dout au l'expérience de l'enseigne peut de la candidate de l'enseigne peut des compétent un atout. Le ou la candidate d'une une expertise en soins de santide l'adulte, en recherche et en photosophie du cannig. La date d'entrée en fonction est le 1 juillet 2004. Prèce d'envoye vate demande à Madame Ella Rukholm, inf. Ph. Directice, École des sciences Infirmières, Université Laurentines, Chamin du les Parseys, Sudbury vessité Laurentines, Chamin du les Parseys sudburges de la competité de la comp

Physics & Astronomy

Physics & Astronomy

Physics and Astronomy. The Department of Physics and Astronomy mutes applications for a terrute-track appointment at the Assistant Department of Physics and Astronomy mutes applications for a terrute-track appointment at the Assistant Department of Physics and Physics Phys

Political Science/Science politique

Political Thought. The Department of Political Science in Political Thought. The Department of Political Scence, in wite spill calors for a termorth immed stem appointment from candidates with a research interest in the field or Political Thought. Candidates must have a Ph.D. and publications in the field. The starting date is July 1, 2004. Please forward you letter of piecentation, a curiculum vitae, a copy of your publication and of your traching evaluations, and time letters of recommendation to Dr. C. Rables, Chair, Department of Political Science, Lurrellan University, Ramsey Lake Rd. Sudbury, ON PS 206. Telephone: 705-675-1151 ed. 4329, Fax: 705-675-4852.

Telephone: 705-675-1151 ed. 4229, Fax: 705-675-4862.

Science politique. Le département de Science politique solicité des candidatules pour un poste de professeur à durée limitée de trois ans en administration publique? Administration de la santé et en analigne des politiques publimibilités de les santé et en analigne des politiques publimibilités de les santés et en analigne des politiques publimibilités de les santés et en analigne des politiques publimibilités de les santés et de la candidate détient un doctorat ou un diplôme équivalent et possède une expérience dans l'enseignement et la recherche ou dans la fonction publique. Il ou elle a également un bon dosser de publications dans le domaine de l'administration publique, de l'administration publique. Il ou elle a également un bon dosser de publications dans le domaine de l'administration publique, de l'administration publique. Il ou elle a également des en rémessées à paser les candidations de vieux faire parent letter unité en l'administration publique de l'administration publique un exemplaite de l'eurs publications et evaluations aims un remplaite de l'eurs publications et evaluations aims que trois lettre de recommandation à . Christiane Railer, Ph.D., Diectrice, Départment de Science politique, Vice-dyenne, Sciences sociales et Humanités, Université Laurentienne, Chemin du Lac Remsey, Sudubry (ON) 282 206: 147. 150-675-1515 post 4329; rééte. 705-675-4852 ou par courriel à caaber@laurentienne ca.

Psychology/Psychologie

Psychology/Psychologie

Psychology/Psychologie

Psychology/Psychologie

Psychology-The Psychology Department is seeking to fill a tenue-track appenizment at the assistant professor level. We are looking for a candidate able to teach courses in developmental psychology. The appointment begins in July 2004. Candidates should have a Pilo. Or a breat completion. We are seeking Individuals committed to excelence in undergradual conditions of the section of

Psychology. We are looking to complement our experimen-tal team for a twelve-month limited term appointment. Can-didres should be able to teach courses in motivation, learn-ing mucoscence, and statistics. The appointment being in mucoscence, and statistics in the appointment being the properties of the appointment being and the appointment being the appointment of the appointment of the confliction of the considered. The dependent is signed and acree and multi-ple collaborative opportunities exist within and outside the numerary. For example, opportunities exist within and outside the numerary. For example, opportunities exist within and outside the numerary. For example, opportunities exist within and outside the numerary. For example, opportunities exist within and outside the a Master's piorgiam. A Sports Psychology program has se-curity begain and alternation thinvesty is a partner in the province is never medical school. Further information about the department is available at washuluerination. Send ap-peaded as a curriculum stop, sample publications, and three ment, Laurentan Inhirensity, Suddeny, ON PSE 2006.

ment, Laurentian Univierally, Suidbury, ON PSE 206.

Psychologie. Le département de psychologie charché à combier un posité menant à la permanence au rang de professeur adjoirt, pour le 1 en juilet. 2004. Les candidats doivent détend un doctrier au psychologie et être dans les la combients doivent détend un doctrier au psychologie et être dans les activités, less est manurés et pro-chilogies de l'Orland, la candidat chois aura à enseign-pour les compositions de la composition de la convenité Ecologie en dendécine de Critanno des colidates pour la les nonvenités Ecologies de médicine de Critanno des colidates pour la les nonvenités Ecologies de la convenité Ecologie en deschare de l'ordanno des colidates pour la les convenités de la médicine de Critanno des colidates pour la les chierches pour la les controlles de la convenité Ecologie en deschare de l'ordanno des colidates pour la les compositions de la composition d

Science Communication

Science Communication

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Social Work/Service social

Social Work/Service social

Positions in Native Human Sorvices. The Native Human Sorvices Program is seeking qualified candidates for two limited term appointments for the period of July 1st, 2004 to May 30th, 2005. Native Human Services provides an Honours Bachelor of Social Work, Native Human Services degree white prepares graduates with bircularyal competences. The program has been in existence since 1988. The program has secretly been re-accredited for seven years by the Canadian Association of Schools of Social Work. The successful candidate is expected to teach in the undergraduate program Nations or agrantations and communities throughout North-eastern Orland, undertake committee respors bittless, and Nations or signatuations and communities throughout North-eastern Orland, undertake committee responsibilities, and NSW is required. A minimum of Hum. D. is desired and an experience in a First Nation organization of community is an asset. Pervous teaching expenses and the ability to speak a Native language are definite assets inforested applicants should forward a cumulum, vitac to Profession Cheryle Partridge, Coordinator, Native Human Services, Laurentian Milwerslik, Ramsey Lake Road, Sudbury, ON P3E 206.

Native Human Services. The Native Human Services Program

University, Ramsey Lake Road, Sudbury, ON PSE 2C6.

Native Human Services. The Native Human Services Program is seeking a qualified candidate for one tenue-track appointment commencing July 1, 2004. The successful candidate Most and the Commencing July 1, 2004. The successful candidate Most Most and the Commencing July 1, 2004. The successful candidate Most Most Period Commencing Long Lake Hospital Commencing Lake Hospital Lake Hospital L

Social Work. Applications are sought for a ten-month limited term appointment with the Anglophone stream of the School of Social Work. The successful candidate will teach courses at the undergraduate and graduate level, reference will be given to those with a Ph.D. in Social Work or its equivalent. The deal candidate will have a strong lescent background, with teaching and protessional lescent background, with teaching and protessional lescent for the Durcan Makeson, Director, School of Social Work of Work of Social Work of Work

Service social. V Senair uns omaminesonializarientonica. Service social. Evolute de service social est à la recheinte de candidatures pour un poste de professeullé à temps plein au lang d'adjointée ou agregére) menant à la permanere commençant le la juiller 2004 pour la composante francophone del Ecole de service social. Nous ergeons un diplome de troisieme opice (Ph. De in travel social), avec plusieurs années d'expérience ou que la personne ait preseu terminé asse s'eutôse de dodorat. Les personnes intéres-sées sort priècs de soumetre leur candidature, accompagne de leur curriculum vate et des names de trois repondants à 'Duncan Mathèson, Directur, École de service social, Université Lauxellienne. Chenin du la Caratres, Subbury (CN). P36: 206 ou par coumel à : dnatheson@laurentenne. ca.

Service social. L'École de service social est à la recherche de candidatures pour un pesta d'enseignement à d'utré limine fed ut le juisée 2004 au 30 juin 2009 pour la composaire mêt du territ et 2004 au 30 juin 2009 pour la composaire transpoince de l'École de service social. Nous solicitors des candidatures auprès des deux soit de dement un diplime de troisième ou de deuxième syde en service social Les pessonnes intéressée de soumettre leur candidature, accompagnée de lecliers de soumettre leur candidature, accompagnée de lecliers de des comments de des noms de toris répondants à le Duncan Mathéson, Directeur, École de service social, Luiweralle Juernée net, Chemin du la Reamey, Sudbury (ON) PEZ 206 ou par cournel à : d'mathéson-filairentienne, ca.

Sociology/Sociologie

Sociology/Sociologie

Sociologia de ta deviance et en methodes de recherche. Le département de Sociologie sollicite des candidatures pour un poste de Professour menant à la perimanence en sociologie de la deviance et en méthodes de recherche. La personne retenue ensignera en trançais au piemiei et au deuxame cycles. Elle devra d'unei de sours de base en sociologie de la déviance et en méthodes de cacherche. Elle aux en manu nut doctorat en sociologie de cacherde. Elle aux en en manu hoctorat en sociologie — ou son éduvalent — et présentera un bon dossier de racherche. Dies ses septimistros seront prèses en consideration, mas la comité de sélection accordera un extention particulière aux candidats qui démontie tent une experience en recherche de la sociologie de la deviance. La date d'entrée en mention de la production de la production de la confideration de la sociologie de la deviance de un entré en production de la deviance de la confideration de la

Sociologie de la santi. Le département de Sociologie sel-licite un pose de protesseur en sociologie de la santé menant, à la persamence La personne réterue ressejare an finan-cia au premie et au deuxème cycles. Elle devra donner des cours en sociologie de la santia et en méthodes de re-cherche. Elle aura en man un doctorat en sociologie. Le comité de selection accordiera une attention particuliera aux candidats qui demontieront une solice expérience en re-cherche et en ersaignement. La date d'entrée en fonction candidats qui demontieront une solice expérience en re-cherche et en ersaignement. La dete d'entrée en fonction set la est juille 2004, Le département accoptera les candi-datures à l'adresse suivante: Di Microdes Steedman, di-metricho, Dipartament de sociologie, Lichersité Laurentenne, Chernin du La Ramsey, Sudbury (ON) P3E 206.

Chemin du Lac Ramsey, Sudbury (ON) P32 206.

Sociologie. Le département de Sociologie soilliete des candidatures pour un poste à dutrei limitée de dix mois. La personne retenua enseignera en l'angais au premiel et ur deuxième cycles. Elle devra donner des cours en statisfaures avancies et en theorie. Elle aurs en main un dectront en sociologie ou son equivalent. Toutes les spécialisations setont protes en considération, mais le comité de selécin accordera une attention parficulière aux candidats qui démontreront une expérence en te-cherche, en statisfiques et en théme. La daté d'entrée en fonction est le 1ex juillet 2004. Les candidatures d'entrée en fonction est le 1ex juillet 2004. Les candidatures d'entrée en fonction est le 1ex juillet 2004. Les candidatures d'entrée en fonction est le 1ex juillet 2004. Les candidatures d'entrée en fonction est le 1ex juillet 2004. Les candidatures à l'adresse suivants: Di. Microedes Staedman, directrice, Departement de sociologie, flutivestité Luvrentianer, Chernin du Lac Ramsey, Sudbury (ON) P3E 206.

Sport Psychology

Sport Psychology

Sport Psychology. The Sport Psychology program Invites applications for a tenure-track epoplintment at the rank of Assistant Professor commencing July 1, 2004 to teach in Assistant Professor commencing July 1, 2004 to teach in a new interdisciplinary program. Salary will be commensurate with experience. The successful candidate will be responsible for the development and teaching of courses with the program of the progr

MATHEMATICS EDUCATION

■ THE UNIVERSITY OF WESTERN ONTARIO

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e-mail Inquines, to be sent to the address: deane-flowor, ca. Consideration of applications will commence on January 1, 2004 Postions are subject to budget approxis. Applicants should have fluent written and oral communications skills All qualified can-didates are encouraged to apply, however, and the proposition of the property of

MATHEMATICS & STATISTICS

MATHEMATICS & STATISTICS

B THE UNIVERSITY OF LETHRIDGE—The
Oppartment of Mathematics and Comput.

Science is seeining an Assistant Professor, probationary Iterius ethnick to begin 1

The Oppartment is particularly Interested
didates in mathematics will also be considered. A PhD at or near completion is
required. The successful candidate will be
expected to develop a continuing research
program, to sake extend it furning, and
portunities exist for the supervision of

giaduaie students. New Faculty are eligible for funding in support of research and belle for funding in support of research and undergone a migile expansion. It runs a well-equipped thin network, including undergone a SUN weisksplain laboratories, and has access to PC and Mac labs. Weisksplain laboratories, and has access to PC and Mac labs. Wristing program, a Canada Foundation for Innovation initiative covering Western Canada, tescanchers also have access to a diverse range of equipment from superioristic states of the superio

position will committee on Johnary 2008.

B THE UNIVERSITY OF OTAYWA — The De-position is a street of the position of the pos

ottawa.ca/maihstat.

CONCOROIA UNIVERSITY — The Department of Mathematics and Statistics invites E CONCOROIA UNIVERSITY — The Department of Mathemates and States; miles applications for one Seriou (Tell I) Connote Research Chail. In die Research profile, an annovative and original research profile. An annovative and profile or die Research Chail. In die Research Chail. In die Research Chail. Department of Mathematics and States. Concordad Inviersity. 7141. Sheinstein Chail Chai

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And will continue unit the position is filled.

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MATHÉMATIQUES ET STATISTIQUE

B L'UNIVESTIÉ D'OTTAWA – Le Départe-ment de mahlematiques et de statistique de l'Univestié D'Ottawe met au consideration un posta au niveau de professeur iem-pleçant, il s'agui d'un posta en energin-ment pour tote sus aucc entés et fans plaçant, il s'agui d'un posta en energin-ment pour tote sus aucc entés et fans d'adutus, il fauri détenit un declorat en mathematiques et possédes une repéra-ance d'annes prement au premier de ance d'annes prement au premier des-pende un councioun vitez, un dossier

d'enseignement et deux lettius, de recommandation sur l'enseignement. Ils doivent paivent au diffecteur du département. Mayer Alvo, Oépartement de mathématieus et de statistique, flivrentair d'Ortaiva, autres et de statistique, flivrentair d'Ortaiva, et les Sérviez 2004. Les conditions d'ampliel suivent les déposations d'une convention collective. L'Université a une politique d'écuté en mathématie d'empliel, Les femmes sont fortement encouragées à posse leur candiplative. Les follipses d'ambles de propiel candiplative les colleges d'ambles et les formes sont fortement encouragées à posse leur candiplative, les colleges d'ambles et les formes posses de la conservation de

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uottava.ca/mahtati.

I Université D'Ortieva de la distriction de l'Université D'Ortieva de la distriction de l'Université d'Ortieva met en concours un poste de professeu adjoint menant à la permanence. Entiée en fonctions le lei juille d'2004. Toute demande, dans et domaine de mathématiques puises et appliquées serie prise en considération. Les candidates en considération, les candidates en considération, les candidates au disceteur du département, Mayer ANO. Département de mathématiques et de statistique, Université d'olivea, Ottava ON Canada, Alfa é Bos au plus test le 15 décembre 2005, a toute de candidature au disceteur du département, Mayer ANO. Département de mathématiques et de statistique, Université d'olivea, Ottava ON Canada, Alfa é Bos au plus test le 15 décembre 2005, a toute, la plan de recherche, quatre lettes de recommandation confidentelle dont une su l'enseignement. Nous encoursgeons les candidates à jundic à leur los services d'un est de l'estatis de l'escentia de l'escent

MODERN FRANCOPHONE LITERATURE

THE UNIVERSITY OF MANITOBA - The December of Firence, Sparsah and Balaw mixes applications for a full time learner water appointment at the rank of Assistant Professor in the ace of Modeln & Racophine Literatuse (Firench, Quebbeces or Other Indications and the Company of the Com

MODERN LANGUAGES & CLASSICS

MODERN LANGUAGES & CLASSICS

II SAINT MARY'S UNIVERSITY — The Department of Modern Languages and Classics may be considered to the control of the control of

tion be given to qualified Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboliginal peoples, visible mnon-tles, and people with disabilities. Visit our web site at www.smu.ca.

web site at www.smu.ca.

MUSIC

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Faculty Positions Available

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels if government, and with business, research, and community partners. With over 12,000 students, 1,200 faculty and staff, and an operating budget of \$103 million, the University of Regina is committed to heing a great place to study and work. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Regina is committed to employment equity and is a partner in the Ahoriginal Employment Development

TENURE-TRACK POSITIONS - Deadlines, qualifications and ranks vary - please see

FACULTY OF ADMINISTRATION

In the areas of Finance and Marketing - www.uregina.ca/hr/recruitment.html

In the Economics Department, Political Science Department and Psychology Department -www.uregina.ca/hr/recruitment.html

FACULTY OF EDUCATION
In the areas of Early Childhood Education, Physical Education, Social Studies Education and Music Education - http://education.urcgina.ca/employment

FACULTY OF ENGINEERING
In the areas of Environmental (Infractivabure Systems Engineering), Industrial Systems Engineering
(two postors), and Software Systems Engineering—www.aregina.ca/hr/recruitment.html

FACULTY OF FINE ARTS
Interdisciplinary Faculty Position – www.uregina.ca/br/recruitment.html

FACULTY OF SCIENCE

FACOLTI OF SCIENCE In the Biology Department - http://www.uregina.ca/science/biology
In the Computer Science Department - http://www.cs.uregina.ca/ad2003.html.
In the Physics Department - http://www.phys.uregina.ca/

TERM POSITION to commence July 1, 2004

FACULTY OF SCIENCE In the Geology Department - http://www.uregina.ca/geology/

For more details on the University of Regina please visit www.uregina.ca



University of Regina, 3737 Wascana Parkway, Regina, SK S4S 0A2 www.uregina.ca/hr/recruitment.html



Chair/Chief Division of Endocrinology and Metabolism

STJOSEPHS



The Department of Medicine at The University of Western Ontario invites applica-tions for full time Divisional Charr of Endocrinology and Metabolism. Qualified candidates must hold an MD and FRCPC with certificate of special competence in endocrinology and metabolism or equivalent qualification. She'he should also be eligible for licensure in the province of Ontario. Demonstrated capabilities as a basic or clinical research, teaching, administration and patient care are prerequisites.

The Division of Endocrinalogy and Metabolism is responsible for all aspects of adult endocrinology and metabolism at the high quality tertiary care health centres of St. Joseph's Health Care and London Health Science Centre.

The Division of Endocrinology and Metabolism also maintains a strong education program at both the undergraduate and post graduate levels.

Excellent collaborative apportunities exist within The University of Wester Ontario and with associated Lawson Health Research Institute, and Robar Research Institute. There is a strong focus in diabetes related research.

A highly competitive remunerative package is available.

Interested individuals are asked to forward curriculum vitae with names of three referees to:

Irene M. Hramiak, MD, FRCP(C) Endocrinology and Metabolism Department of Medicine 268 Grosvenor Street London, Ontario, Canada, N6A 4V2

Applications will be accepted until the position is filled.

Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

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LAND is home to Atlantic Canada's largest
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NATIVE AMERICAN STUDIES

NATIVE AMERICAN STUDIES

THE UNVERSITY OF LETHBRIDGE — The Operatment of Native American Studies and the Comment of Native American Studies (Incure track) postions at the rank of Assetant or Associate Professor, beginning. July 2004, subject to budgetary approval. A PhD (on near completion) is preferred, but a Master's or equivalent degles, combined viscord in Native American Studies will be given to candidates with a Registrate of the Considered Postion #1: preferred will be given to candidates with a Registrate faquage in necessary. Postion #2: preferred will be given to condidates with a flaguage to necessary. Postion #2: preferred will be given to condidates with a flaguage in necessary. Postion #2: preferred will be given to condidates with a flaguage in necessary. Postion #2: preferred will be given to condidates with a flaguage in necessary. Postion #2: preferred will be given to condidates with a flaguage in necessary. Postion #2: preferred will be given to condidates with a flaguage in necessary. Postion #2: preferred will be given to condidates with a flaguage in the property of the property

evaluations and publication reprints or preprints, a statement of teaching philosophy and research interests, and the names of at least three referees who are and arrange for the letter so for federace to be mailed directly to. Dr. Alfred Young Man, Chair, Department of Narive American Studies, The University of Leithindge, Alberta, 4401 University Driva, Leithindge, Alberta, 4401 University Driva, Leithindge, Alberta, Fax (403) 380-3655, Ernalt Isatukaca98 utelchica. The Cooning date for applications is January 31, 2004.

NEUROSCIENCE

THE UNIVERSITY OF LETH/BRIDGE — The Department of Psychology and Neuroscence involves applications for an Assistance of the Committee of the C

NURSING

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In the University of Partish Columbials
Achool of Nursing is currently riviling applications for tenure-track faculty positions at the rank of Assistant, Associate or Full Profession, USC was Canada's first universal tenure that the rank of Assistant, Associate or Full Profession, USC was Canada's first universal tenure that the rank of Assistant, Associate or Full Profession, USC was Canada's first universal associated that the rank of Assistant Associated that committed to advanced professional practice, schollarship and research, We of an incommittee of cinical practice agancy and research partners. USC is among Canada's to ranked research-Intensive Universities, boryanked research-Intensive Universities, boryanked research-Intensive Universities, boryanked research-Intensive Universities, boryanked research-Intensive Universities, and disciplines and creating a dynamic Interlegibility and Checiling Committee of Professional Columbia. They will establish and partner of the Columbia. They will establish and health service; and advanced nursing processing of the Columbia Columbia. They will establish and health service; and advanced nursing graduced to principle of nursing, Including but not limited to principle professional of cinical services and advanced nursing graduced acceptance of the University of cinical services and advanced nursing graduced acceptance of the Caracter of the Currection of cinical services of the currection and super-formation services.

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7423, Email: Directoroffice@nursing.ubc.
In the final date for application for these
positions will be February 15, 2004. ExLow Life 1, 2004 of Jahuary 1, 2005. The
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line for submission is December 15, 2003; however, the I cover of applications will continue until the position has been filled. Applicants are enougaged to apply as early as possible. Phone: \$13-661-3239; Fax: Start 18, 1949-061 (1949-1949) as a continue to the continue of the continu

ing a number of Undergraduate and Masters degree programs. For further information, please refer to http://laro.bus.biocku.ca/~kklassen/OMAIS_Positions.html. Send applications to Dr. Comam Cullen, Chair. Department of Management, Marketing & HRM. St. Cathadnes, Ontano 125 341. Canada, 905-688-5550, ett. 3220, E-mait excellented and the control of th

OPTOMETRY

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In the UNIVERSITY OF WATERLOO — Graham Trust Research Chair in Health Information and the state of the state of

Informatics Research and in graduato training in Health Informatics. The application of the control of the control of the control of consideration of the control of consideration of the control of consideration of the control of control of

UNIVERSITY OF WATERLOO

CANADA RESEARCH CHAIR IN HUMAN MOTOR CONTROL DEPARTMENT OF KINESIOLOGY

The Department of Kinesiology at the University of Waterloo invites applications for the prestigious appointment of a Tier II Canada Research Chair (CRC). Applications will be considered from applicants with research expertise in human motion control that focuses on understanding mechanisms/processes of normal and abnormal movement control. The candidates research will interface directly with movement rehabilitation, disability assessment and/or injury prevention. Candidates with a background in kinesiology, rehabilitation science, neuroscience and related areas are encouraged to apply.

The CRC program has been established by the federal government to foster research excellence by attracting the best researchers from both within and outside Canada. Details on the CRC program are available at www.charis.gc.ca. The University of Waterloo provides an outstanding research environment and the Department of Kinesiology has a long history of outstanding research that is recognized internationally. We are seeking an individual who will provide leadership in shaping the future of Kinesiology consistent with the mission of the Department of Kinesiology (i.e., to outnize health, and prevent injury and illness through understanding movement), and the Strategic Research Plan of the University of Waterloo. See the section of the plan at http://www.research.uwaterloo.ca/. The Penartment of Kinesiology is an inter-citiciplinary denartment with exercise scanning from The Department of Kinesology is an interdisciplinary department with expertise spanning from social to biological appects of human movement, and houses the only undergraduate program in Frganomics in Ganada. The department offers B.Sc., M.Sc. and PhD degrees in Kinesology in

Applications for the Tier II CRC position will be expected to have an outstanding research record and a commitment to establishing an internationally recognized research prog

Applicants should send a covering letter, names of three references,

Applicants should share and currectiving vitae to: Dr. Stuart McGill, Department of Kinesiology University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 Fax: 519-746-6776, E-mail: mcgill@healthy.uwaterloo.ca

Applications will be accepted until January 15, 2004 until the nomination is submitted)

The University of Waterloo encourages epplications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.



BUILDING A TALENT TRUST

W McGill

CCMF/Marcel Desautels Chair in Integrative Health Management

The MoGill Initiative for the Integrative Management of Health is a strategic alliance between the Faculties of Management and Medicine at McGill University. Formed in 2001 to establish at McGill aworld class centre for the innovative study of modern health challenges, the McGill Health Initiative pushes simultaneously the frontiers of both the health and management disciplines. As the Initiative has now grown into well funded research programs and innovative educational and knowledge transfer activities, we are recruiting for an outstanding scholar to serve as a caralyst in furthering this undertaking.

Applications are invited for the newly created CGMF (Canadian Credit Management Foundation) Marcel Desaurtels Chair in Integrative Health Management at the Faculty of Management. This Chair, pared with a Canada Research Chair, can be offered either at Tier 1 (Senior) or Tier 2 (Junior) level.

Applications are invited from scholars who meet the following crifena:

- · Demonstrate outstanding research and teaching abilifies:
- Possess solid grounding in both health and management disciplines (ie. Health scholars with expertise in one of the management disciplines (finance, straf-egy, information systems, accounting,

- management science, organizational behavioui, marketing, generel manage-menf, etc.) or Management scholars with expertise in health;
- Demonstrate leadership in organizing scholarly and pedagogical initiatives;
- View health management in its broadest sense, beyond traditional administration, policy and programs;

Interested candidates are invited to sub-mit a CV, a statement of research goals and plans and a statement of teaching interests and philosophy before January 15, 2004

Please send applications to:

Search Committee CCMF-Marcel Desautels Cheir in Integrative Heelth Management Faculty of Management McGill University 1001 Sherbrooke St. West Montreal, Quebec, Canede, H3A 1G5

or via email to CCMF-Chair mgmf@mcgifl.ca. Further information is available at www. management.mcgill.ca/healthconsortium

In accordance with Canadian immigration requirements, pnority consideration will be given to Canadian cinzens and permanent residents of Canada. McGill University is committed to equity in employment





PATHOLOGY & MOLECULAR MEDICINE

B QUEEN'S UNIVERSITY — The Depart ment of Pathology and Molecula Medicard in the Faculty of Mealth Sciences at Queen's Uneversity is seeking a full time Clinical Microbiology. The position in Clinical Microbiology the position in Science and Clinical Microbiology. The position in Science and Education of microbiology between the Microbiology and Education of Microbiology. The Science are excellent opportunities available for translational and basic research and departmental resources are available for translational and basic research and departmental resources are available for translational and basic research and condicidate with evaluation of the Microbiology. Asset Completed an approved residency in Clinical Microbiology, and either possess, or be eigible for, professional certification. ■ QUEEN'S UNIVERSITY — The Depart ment of Pathology and Molecular Medi

In Clinical Microbiology (i.e. FCCM designation or equivalent). Expertise in disgnoserial management of the position. The social and academic ambience of kingston and Queen's University is highly conductive to the enjoyahent of life, the education of the enjoyahent of life, the education could be considered to the enjoyahent of life, the education of the enjoyahent of life, the education and permanent residents will be given principle, along the proposition of the engolesia of

etees should be directed to; Dr. lain Young, Professor & Head, Department of Patholo-gy and Molecular Medicine, Queen's Uni-versity, Kingston, Ontario K7t, 3N6, [613) 533-2850, (613) 533-2907 (fax), E-mail: young@clff.path, queensu.ca.

PHARMACOLOGY

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Red Deer College - Our comprehensive community college offers students a diverse selection of programs college offers students a diverse selection or programs including applied degrees, degree completion, university transfer, certificates and diplomas, academic upgrading, trades and industrial training, distance learning, estension and part-time learning, as well as international learning opportunities.

As Red Deer College celebrates its 40th Anniversary, we

recently undergone extensive renovations to many areas of the College, including the new Library Information Common that opened its doors last year. As our student

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The City of Red Deer, located in Central Alberta, is a vibrant community ideally located between Edmonton and Calgary with access to the province's major

are always looking for new and innovative ways to op doors for students, staff and our community. We have

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oes of sexual minorities and persons with MeMASTER UNIVERSITY — The Depart man of Philosophy and the Women Stude See Flogamme invite applications for a joint femile-tack position, based in the Philosophy Dear Immed, beginning July 1st, 2004. ADS, Forminst Philosophy, specialis in a rise set and of the following aleast Epistemology, Ethics, Philosophy of Section and, Social and Philosophy of Section and, Social and Philosophy of Section and, Social and Full country of and properties of an application and properties of the philosophy of policy and the philosophy of policy policy and policy and policy and policy and policy policy

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too, Waterioo, Ontairo, Canada, N2L 3G1, Tei: (519, 888-4567, Ext. 6831; Email: hybrics-Guvarielloo, Ga. Applications: e-cewed by December 31, 2003 will be given by December 32, 2003 will be given cathered by December 32, 2003 will be given cathered by December 34, 2003 will be given in 1990. The control of the position is falled. We encourage applications from all nationalizes, Further Information about the Department can be found on our collections. All qualified candidates are encouraged to apply, including women, members of visible minorities, however, or the control of the contro

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THE UNIVERSITY OF BRITISH COLUMBIA

ASSISTANT PROFESSOR IN SCHOOL COUNSELLING

The Department of Educational and Counselling Psychology, and Special Education in the Faculty of Education at the University of British Columbia seeks applications for a tenure-track position at the rank of Assistant Professor with a specialization in School Counselling. The appointment will become effective July 1, 2004 subject to final budgetary approval.

The Counselling Psychology Program offers a CPA/APA accredited PhD program in Counselling Psychology, and CACREP accredited programs at the master's level to School Counselling, Student Affairs Practice in Higher Education - College Counselling Emphasis, and Community Counselling, I also offers a Diploma in Education (Gutthanee Services) at the undergraduate level. The Department currently has 36 tenure track faculty members, several adjunct faculty numbers and sessional instructors. There are approximately 400 students enrolled in master's and doctoral programs in the Department. The Counselling Psychology program subscribes to the scientist-practitioner approach to the education of counsellors and psychologists.

Candidates must have a doctorate in counselling psychology, research experience and potential for making significant contributions in research. The successful candidate is expected to become registered as psychologist in British Columbia. Experience as a school counsellor is an asset. The Department it sespecially interested in candidates who have a strong and demonstrated interested in schooling in the areas of counselling, teacher communication and human relations,

Responsibilities will include teaching adolescent/school connselling and related counselling courses at the graduate level, maintaining an ongoing program of research and scholarly activities, supervising clinical and practicum courses, supervising student research at the master's and doctoral level, and connecting with the school counselling community in British Columbia. The successful candidate will also be able to contribute to and be involved in the teacher education program. It is also expected that the successful candidate will contribute to the School Psychology program of the department.

The University of British Columbia litres on the basis of meril and is committed to employment equity. We encourage all qualified persons to apply; however, Canadian citizens and permanent residents of Canada will be given priority.

The closing date for applications is February 29th 2004

Applications should include a current curriculum vitae, names of three references together with their addresses, phone numbers and email addresses, a statement of research interests, and an example of recently published work. Please ask your referees to forward a letter directly on

Applications and any inquirtes should be directed to: Dr. Richard A. Young, Head, Department of Educational and Counselling Psychology, and Special Education, Faculty of Education, University of British Columbia, 2125 Main Mall. Vancouver, B.C. V6T 124: Telephone (604) 822-6352; Fax (604) 822-2328; Emall: richard.youngaubc.ca.

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POLITICAL SCIENCE

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be commensurate with qualifications a expenence. The position is subject to be getary approval. Campion College is co mitted to the principles of employme

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 BROCK UNIVERSITY — The Department of Psychology posters applications and partment. of Psychology invites applications and nom-inations for a lenule stream appointment at the rank of Assistant Professor effective July 1, 2004, subject to final budgetary ap-proval. A recently completed PhD in psy-chology is preferred (applicants without a





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- un poste de professeure ou professeur
- au rang d'adjoint ou d'agrégé, au Département de linguistique et de traduction, en traduction dans le domaine de la version générale ou spécialisée.
- un poste de professeure > ou professeur
- au rang d'adjoint, au Département de littérature comparée, dans le domaine des littératures et cultures arabes.
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- un poste de professeure > ou professeur
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- un poste de professeure > ou professeur
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SOCIOLOGY

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THE UNIVERSITY OF MANITOBA — The Department of Sociology is pleased to in a specific process. The process of the candidate's areas of expetite to 10½ 2004, at the rank of Assistant Professor. The candidate's areas of expetite could combine sociological theory and some process of the process of idents will be given practify. Applications are to be sent to Di. S. Bitchey, Head, Department of Sociology, 318 labster Build Department of Lordon Search 249 Sept Search 2004 1251. Position Vacency No. AlX Cloud 1251. Position Vacency No. AlX Department of No. 18 Search Committee by the statement of the Search Committee by the Search Committee by

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SOCIOLOGY & ANTHROPOLOGY

SOCIOLOGY & ANTHROPOLOGY

IN ITE UNIVERSITY OF PRINCE EDWARD

ISLAND.— The Department of Sociology and Anthropology Invites applications for a full tilline, tenue track position at the enk of assistant professor in Sociology, effective 1 July 2003, subject to be digetally submitted to the professor of the sociology, effective 1 July 2003, subject to be digetally submitted to the professor of the sociology, effective 1 July 2003, subject to be digetally submitted to entemporary social theory, and core ocurees such as stratification, collective economy would be a delatine asset. The department of Sociology and Anthropology a joint department of Sociology and Anthropology as a joint department of long time understand the sociology and Anthropology and Completion. Plesse forward applications, organize work of the professor of the sociology of the professor of the sociology of the professor occurrence of the sociology of the sociolog

SOCIOLOGY & CRIMINOLOGY

SOCIOLOGY & CRIMINOLOGY

SAINT MARY'S UNIVERSITY — Applications are invited for a tenui-strack appointment at the Assault Policisco level comment at the Assault Policisco lev

mittee Chairperson, Gene Barrett, Depart ment of Sociology and Cammology, Saint Man's Linkesty, Halifax, Nova Scotia, B3H 3G3 Applicants are responsible for assuring that their lifes are complete. The demanding that their lifes are complete. The demanding that their lifes are complete. The demanding that their lifes are completed to the properties of the saint similar than their saint similar to the properties and permanent residents. Saint May's University is committee to the principles and praws of employment equity, the Department or obtained to the principles and praws of employment equity. The Department of the saint similar to the saint similar than the saint si combute to the develop of our locality.

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flors are levited for a new tenure-track applications are levited for a new tenure-track applications are levited for a new tenure-track application at the Assistant Professor level commencing. July 1, 2004. The Department is seeking a critical Commologist with a strong record of research and teaching a critical Commologist with a strong record of research and teaching tervention strategies. Candidates should have a PhD or te neal completion. The Department of fera an undergraduate degree in Commology as well as a Masters. Degree in Commology coursely and the completion of the Completion o

such partnerships. We are also seeking a candidate who can contribute to the greater interractionalization of the Saint Many's curricular to the Saint Many's curricular to the Saint Many's curricular who and work in a global environment. Applicants are asked to submit a curricular wite, a sample of souther a curricular wite, a sample of souther a curricular wite, a sample of the sample of th

THE UNWERSITY OF NEW BRUNSWICK

The Department of Culture and Lan
guage Studies at the University of New
Brunswick, Fredencton invites applications
for a tenus stream appointment in Spanth and Film Studies at the rank of Assothan and Film Studies at the rank of Assotion of the University of New Burnswick, the department is seeking a teacher and iteas within the Faculty of Arts. If im studies
with a concentration in Spansh and/or
Latin American Itim and undergraduale
cessful candidate must be a rather or neernative speaker of Spanish, hold a PhD or

equivalent ity dish of appointment) with a specialization in time or cultural studies, and be a dedicated tenche is well as a strong, committed researcher, the or she will each Spanish language from beginner to advanced levels, work discely with the first Studies Plegarin, and support on color learning to the studies, Please send a letter of application, curvalium viae, resching evaluations, a sample of recent research, and lutter Studies, Please send a letter of application, curvalium viae, resching evaluations, a sample of recent research, and human control of the send of t

SPANISH & FRENCH

THE UNIVERSITY OF ALBERTA - The De with the Windfesti of Aubertia — The De-partment of Modern Languages and Cul-tural Studies at the University of Albertia, Canada, Inteles applications for a Faculty and French Indergraduate Language Pio-grams Coordinate, effective July 1, 2004 has a continuing ecademic staff postion. The salary scale of 150 B is \$459,188-50,565, Responsibilities will include; co-tors and the continuing ecademic staff postion. The salary scale of 150 B is \$459,188-50,565, Responsibilities will include; co-sponding the salary scale of 150 B is \$459,188-50,565, Responsibilities and membra graduate teaching assistants and session at lactividors, lead the graduals seminar in Facility, Strategies and Methodologies, prepase and deliver teaching workfulloss of crate with facility members in teaching for crate with facility members in teaching and research in second language acquisition

Academic Position - Multiple Sclerosis



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thompson.assoc@ns.sympatico.ea

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Creating the future of health.

The Department of Clinical Neurosciences and the Calgary Health Region invite applications for a full-time position at the Assistant Professor level. While duties include clinical care, teaching and graduate student supervision, 75% of time will be protected for research. This position offers an opportunity to join one of the leading investigative MS programs in Canada and to develop an independent research program in multiple sclerosis concentrating on epidemiology and clinical trials.

The Department of Clinical Neurosciences is a multidisciplinary academic group of physicians and scientists within the rapidly growing Faculty of Medicine, which is in the process of building a major new research facility. Calgary is a vibrant, multicultural city of -1,000,000 near the Rocky Mountains, Banff National Park and Lake Louise.

Qualifications for this position include an MD, a Canadian fellowship in Neurology, a proven record of excellence in research and eligibility for licensure in the Province of Alberta. The successful candidate must have at least two years' fellowship training and demonstrated expertise in epidemiology or study design.

Please submit a curriculum vitae and a statement of research interests and arrange for three letters of reference to be sent directly, by December 31, 2003, to: Dr. J.G. Cairncross, Head, Department of Clinical Neurosciences, University of Calgary/Calgary Health Region, 1403 - 29 Street N.W., Calgary, Alberta, Canada T2N 2T9.

ordance with Canadian unmigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

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The University College of Cape Breton, located in Sydney, Nova Scotia, Canada, supports more than 3,300 learners and their communities to achieve educational, cultural and economic success. With tailored learning outcomes responsive programming, accessible faculty, and research and work opportunities, UCCB takes a truly innovative approach to the delivery of post-secondary education in Canada.

As the Vice President Academic, you will report directly to the President and Vice Chancellor, providing senior academic leadership for UCCB faculty and staff, including development and delivery of innovative academic programming, its strategic planning, and related enrollment management.

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If this challenging and exciting career opportunity meets your career goals, please send your resume in confidence to: Mildred Royer, Thompson Associates.

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STATISTICS & ACTUARIAL SCIENCE

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SURGERY

■ THE UNIVERSITY OF BRITISH COLUMBIA

— The Department of Suigery is seeking an outstanding individual to hold the position of the Iring K. Barbet Chair in Diabetes Research. The individual we seek is an emerging or established investigator who feads a research initiative to develop a source of in-

sulin producing cells for treatment of Typer dabetes, Applicants should have attained an acceptance of the production of

THEATRE

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WOMEN'S STUDIES

WOMEN'S STUDIES

■ THE UNIVERSITY OF GUELPH Invites applications for a tenure track position in women's thinking, with a nan-Western for the women's thinking, with a nan-Western for the state of the

William Charles On Value

William Charles Divisions Type The
Women's Studies Program invites applications for a tenuv-track appointment at
the Assistant Professor level, commencing
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sacellance in teaching and research in a
sace of Women's Studies of prepared
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courses. Applicants should have a PhD
women's Studies or arelated discipline
(Completed or near completion). Applicanilis are saked to send a fetter of apteaching dossace, a writing sample, and
trange for three betters of telecence to be
sent to Professor Andrea Brown, Co-ordistato, Women's Studies Program, Willind
Laurier, University, Wolerdon, Orinato, 1221,
applicants are encouraged to apply, however, Canadian citizens and perimanent
residents of Canada will be considered
first for the position. Willind Laurier University is committed to employment equity
fied women and men, including persons in
a visible minority, persons with disabilities,
and aborginal people.

The UNIVERSITY of EETHBRIDGE — The WILFRID LAURIER UNIVERSITY — The

a visible minority, persons with disabilities, and aboriganal people.

If HE UNIVERSITY OF LETHBRIDGE—The Faculty of Aris and Science invites applications for a one-year term position at that lank of Assistant Professor in Women's Studies, beginning July 1, 2004, subject to budgetary approval. Applicants should

hold, or be near completion of, a PhD In Wemen's Studies or any Interdisciplinary/Deciplinary are with either completion and programme and the area of gender, terminal theory, escale methods and an account of the area of gender, terminal theory, escale methods, and interdisciplinary ped agogical approaches is sought. The Women's Studies and program at the University of Lettindright is not written by the agogical approaches is sought. The Women's Studies are within the portions' woman's subject and gender as an analytical tool in the acquisition and critique of knowledge. A disciplinary might in Women's Studies as currently being developed, interdigency might be within the acquisition and critique of knowledge. A disciplinary might in Women's Studies as currently being developed, interdigency might be within the acquisition and critique of knowledge. A disciplinary might be would be within the acquisition and the program of the program of

tent University, Peterborough, On lano, K91. 126. The deadline for receipt of applications is January 16, 2004. Phone. 705 748 1011 x1515; tar 705 748 1130, email; jharnson@rentuca. Applications by email or lat will not be accepted.

700L0GY

BRANDON UNIVERSITY - The Depart-■ BRANDON UNIVESTIY — Inc Department of Zoology invites applications for a tenure-track position in the area of verte-brate/developmental zoology, elective August 1, 2004, subject to budget. The teaching duties will include undergraduate courses in comparative vertebrate anatomy, developmental biology as well as

his/her area of expertise. The candidate should have a PND in a relevant discipline Postodecional sepretinese would be an asset. The candidate must be committed to excellence in teaching and will be expected to develop an active, a strengly funder to develop an active, a strengly funder confidence in teaching and will be expected to develop an active, a strengly funder commensurate with the successful candidate's qualifications and experience. Applicants, must support the properties of the pro

candidates are encouraged to apply; however, Canadians and permanent residents
will be given putonly.

BRANDON UNIVERS applications for a tenure track popular to the desarriant of the control of the University of the control of t

animal holding facilities, field stations, sesparative and sanglessi equipment and an election microscope unit. There are also opportunities for research inherestion on campus with vanous university biological and biomedical departments, as well and the sangless of the sanglessi of the sangless

■ THE UNIVERSITY OF MANITOBA'S Department of Zoology invites applications for PIEU UNIVERSITY OF MANITORA'S De-partment of Zoology mives applications for a tenure-track Assistant Professor position a tenure-track Assistant Professor position in Animal Physiology. We seek to add a colleague who will develop a strong inde-pendent research program in Michologia, teach in our undergraduate and graduate teach in our undergraduate and graduate reprograms. There is frexhibity in the specific physiology research area, however research retensest and strength in verterbare or inver-tebrate endocrinology and/or neurohology current physiological Expertise in the de-partment. It is expected the successful ap-plicant will complement the current taculy and help to maintain this area as one of the stable Zoology department. Current re-search interests of our faculty renge from the molecular to ecosystem levels and in-clude physiological, ecological, evolution-

ary and systematic, organismal, cellular and developmentat biology areas. Applicants must possess a PPO, pick-tably have post-doctoral experience of strong research potential fin an area of physiology. The successful applicant will be expected to establish an independent, actorally indicate earth program successful. be expected to establish an independent, externally-under research program, supervice graduele students, teach in our understudents and the students of th

Canada, R3T 2N2, chuebn/@ccumanto-baca. Further Information about the position can be obtained from Evin Hueberr at 2044/49-245 of faz 2044/47-569.

In turbur 1977 of ToRNAI Hueberr at 2044/49-254 of faz 2044/47-569.

In turbur 1977 of ToRNAI Publications for a tenue-stream Assistant Professor position, to be nominated for a fire II Canada Research Onar (CRC). We encourage applications from outstending at the courage applications from outstending at the comparative and functional genomes, with prospects for interacting with strong existing groups in a named morphogeness of the comparative and functional genomes, with prospects for interacting with strong expectations in clude an internationally recognized research program and effective teaching of graduate and endergadus expectations include an internationally recognized from the courage of th

ACCOMMODATIONS

■ FIRENZE//IALY — Sabbatical/hollday rental — historical centre, attractive one-bedroom apartment, sleeps 2/4 Monthly (4 weeks) 900,00 ÷ util; woekly 480.00 (two people) all incl Speziotii Ph *39-0SS 245-739, Fx *39-0SS-247-6266, e-mail

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Awards for Excellence in Post-Secondary Education Journalism Prix d'excellence en journalisme dans le domaine de l'enseignement postsecondaire

Established in 2001, these awards for outstand-ing reporting are presented by the Canadian Association of University Teachers to recognize and promote in-depth and thoughtful coverage sues related to post-secondary education

Two awards are offered: one to recognize excellence in the student media, and the other to honour outstanding reporting m the profession-al print and broadcast media. Each award is worth \$500.

Criteria & Eligibility
Stones, articles (excluding editionals and columns),
documentaries, or series produced during the
preceding calendar year and appearing in any
Canadian publication or broadcast by any radio or television station in Canada on some aspect of university and college education may be nominated. The works of Canadian Journalists appearing in non-Canadian publications may also be considered.

Nominations which address the following issues are particularly encouraged: academic freedom; research ethics and integrity: educational accessibility and equity; funding and finances; and university and college governance.

Nommations may be made by faculty associations media organizations or any other interested par-ties. Applicants may be self-nominating.

A panel of judges composed of journalists and faculty members in journalism and communications will screen and judge entries. The successful candidates will be recognized by GAUT at the association's annual spring council meeting

Nominations must include:

- One copy of the print or broadcast item(s)
 A completed nomination form
 (available from CAUT)

Nomination Deadline

The deadline for nommations is February 13, 2004. All nominations and supporting material Should be addressed to:
David Robinson, Associate Executive Director
(Policy & Communications)
CAUT, 2675 Queensview Drive
Ottawa Ontano K28 8K2

Ciéés en 2001, ces piux d'excellence en journalisme sont décernés par l'Association canadienne des pro-fesseures et professeurs d'Université dans le but de récompenser et de mettre en valeui des iepoitages recherchés et séneux sur des questions reliées à l'enseignement postsecondaire au Canada.

Deux pnx sont offerts, l'un pour récompenser l'excellence dans les médias étudiants, et l'autie pour honor-er un leportage exceptionnel dans la presse ècrite et parlée. Chaque prix est d'une valeur de 500 \$.

Critères et admissibilité

Sont admissibles les articles (à l'exception des éditon-aux et des chioniques), les documentaires ou les emis sions traitant d'un aspect de l'enseignement universi-taire ou collègial. Ils doivent avoir éte prodúts pendant l'année civile piécédente et publiés dans une publica-tion canadienne ou diffusés par une chaîne de radio ou de télévision au Canada. Les œuvres de journalistes canadiens publiées dans des médias non canadiens pourront aussi être pilses en considération.

On myite particulièrement à proposer des reportages un imperatuement de questions liées notamment à la liberté universitaire, à l'éthque et à l'intégrite de la recherche, à l'accessibilité aux études et à l'equité en matière d'éducation, aux subventions et aux finances, et à l'administration des universités et des collèges.

Des associations de professeurs, des organismes de médias ou d'autres groupes intéresses peuvent sou-mettre des candidatures, il est possible de proposer sa propie candidature.

Un jury composé de journalistes et de professeurs en journalisme et en communications fera une sélection préliminaire et jugera les candidations. L'ACPPU honor-era les candidatires rétenues fois de l'assemblée annuelle du printemps de l'ACPPU à Ottawa.

Le dossier de candidature doit comprendre : - Un exemplaire du reportage écnt ou pailé - Un formulaire de mise en candidature rempli (disponible auprès de l'ACPPU)

La date limite des mises en candidature est le 13 février La date limite des mises en candicature est le 13 levier 2004. Toutes les mises en candidature el les documents petitients devront être communiqués à ; David Robinson, Directur général associé (polítique et communication) ACPPU, 2675, piomenade Queensview Ottawa (Ontano) K28 8K2

Canadian Association of University Teachers
Association canadianne des professeures et professeurs d'université





THE UNIVERSITY OF BRITISH COLUMBIA

ASSISTANT/ASSOCIATE PROFESSOR IN PHYSICAL EDUCATION DEPARTMENT OF CURRICULUM STUDIES

The Department of Curriculum Studies at the University of British Columbia invites applications for one or more full-time, lenure-track position(s) in physical education at the assistant or associate professor level. The appointment will become effective Juty 1, 2004, subject to final budgetary approprial.

Caudidates must have a doctoral degree, an established record of research and publication, and relevant school leaching experience. The successful candidate should have a strong background in curriculum and pedagogy in physical education and be able to provide leadership in the development of a graduate program in this area. A focus on movement centred pedagogy, outdoor education and/or health education would be an asset. Responsibilities will include teaching courses at the undergraduate and graduate leviles, supervising graduate students and student teachers, and maintaining an active program of research and publication. Salary will already any the successful candidate's qualifications and experience. depend upon the successful candidate's qualifications and experience.

Programs and courses within the Department of Curriculum Studies cover all of the school curriculum areas with the exception of languages, and department members and students work in a collaborative, cross-disciplinary environment. The Department is particularly interested in receiving applications from candidates with multi-disciplinary or cross-disciplinary interests In education.

UBC hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply however priority will be given to Canadian citizens and permanen residents. Appointment at a sentor rank may be considered for a woman with exceptional

The closing date for receipt of applications is February 29th 2004. A letter of application, a curriculum vitae, the names, addresses, and phone/fax numbers of three referees, a statement of research interests, and one published paper (if availables should be sent to: Dr. Rita Irwin, Head, Department of Carriculum Studies, Faculty of Education, The University of British Columbia, 2125 Main Mail, Vancouver, B.C. Canada V6T 124; Rita Irwin@ubc.co.



CALL FOR NOMINATIONS TO CAUT OFFICER POSITIONS AND AS CHAIRS AND MEMBERS OF CAUT STANDING COMMITTEES

Nominations are now being actively sought for election to the CAUT Executive Committee, namely:

- President
- Vice-President
- Treasurer
- · Two members-at-large

Nominations are also being sought for election to positions on three CAUT standing committees:

• AF&T Committee — 2 vacancies

• Librarians Committee — 2 vacancies including chair

- · CBEBC 1 vacancy chair

Individual affiliated members and associate members of CAUT are entitled to run for any vacant position and to make nominations. Elections will take place at the CAUT Council meeting in Ottawa in April 2004.

The term of office of the president, vice-president and executive committee members-at-large is one year. The term of office of the treasurer is two years.

The term of office of the chair of the Librarians Committee and the chair of the Collective Bargaining & Economic Benefits Committee is two years. The term of office for regular members of CAUT standing committees is three years.

EXECUTIVE COMMITTEE MEMBERS

The President, Responsible for guiding the affairs of the association between meetings of Council and for ensuring that policies approved by Council are implemented. Nominees for president should have considerable experience in faculty association affairs at the local or provincial level.

The Vice-President. Responsible for assisting the esident with his or her responsibilities

The Treasurer, Responsible for the preparation of draft budgets and financial statements and for ensuring that proper controls remain in place to ensure the financial integrity of the association.

Members-at-Large. Responsible for underaking duties as assigned by the officers and the executive committee.

STANDING COMMITTEE MEMBERS

Academic Freedom and Tenure Committee. Nominees for positions on the committee should have considerable experience in one or more of the following areas; academic freedom, human rights and civil liberties. Nominees should be willing and available to dedicate considerable time to the work of the committee between meetings (three per year), including promotion of academic freedom, drafting of documents and other related duties.

Librarians Committee. Nominees for positions on the committee should have considerable experience and knowledge of the professional interests and academic concerns of librarians at Canadian universities. Nominees ought to be aware of policy matters pertaining to academic rights and working conditions of university librarians. Nominees should be willing and available to dedicate significant time to the committee's work between meetings (at least three per year), including the biennial conference planning, drafting or editing documents, responding to enquiries and other related activities.

Collective Bargaining & Economic Benefits Committee. Nominees for positions on the committee should have demonstrated

experience in the area of collective bargaining and/or analysis of economic benefits. Nominees should be able to commit time between meetings (at least three per year) to the work of the committee, including drafting of model clauses, development of policy statements and other related activities

NOMINATION PROCEDURE

Nominations should be sent to: Professor Gordon Shrimpton, Chair Elections and Resolutions Committee Canadian Association of University Teachers 2675 Queensview Drive, Ottawa, ON K2B 8K2 Fax: (613) R20-7244

Nominations should include:

- A letter of nomination
- A brief statement of why the nominator feels the nominee is qualified to serve
- The agreement of the nominee to serve if elected
 A completed copy of the standard information form available at www.caut.ca

MORE INFORMATION

Information on release time for CAUT officer positions and CAUT standing committee chairs can be found at www.caut.ca under policy.

NOMINATION DEADLINE for all positions is March 1. 2004



APPEL DE CANDIDATURES AUX POSTES DE DIRIGEANTS DE L'ACPPU, DE PRÉSIDENTS ET DE MEMBRES DES COMITÉS PERMANENTS

Nous sollicitons activement des candidatures à des postes au Comité de direction de l'ACPPU, soit :

- · La présidence
- · La vice-présidence
- · La trésorerie
- · Deux postes de membres ordinaires

En outre, nous sollicitons des candidatures à des postes à trois comités permanents de l'ACPPU:

- CLUPE 2 postes
 Bibliothécaires 2 postes, dont celui de la présidence
- CNCAÉ 1 poste la présidence

Les membres affiliés individuels et les membres associés de l'ACPPU ont le droit de se présenter comme candidat ou candidate et de présenter des candidatures. Les élections se tiendront à l'occasion de l'assemblée du Conseil qui aura lieu à Ottawa en avril 2004.

MANDAT

Le mandat de la présidence et de la vice-présidence de même que des membres ordinaires du comité de direction est d'un an. Le mandat de la trésorerie est de

Le mandat de la présidence du Comité des bibliothécaires et celui de la présidence du Comité de la négociation collective et des avantages économiques est de deux ans. Le mandat des membres des comités permanents de l'ACPPU est de trois ans.

LES MEMBRES DU COMITÉ DE DIRECTION

La présidence. La personne élue est responsable de la direction des affaires de l'association entre les assemblées du Conseil et s'assure que les directives approuvées par le Conseil sont mises en œuvre. Les candidats et candidates à la présidence doivent posséder une expérience considérable en matière d'associations de professeurs à l'échelle locale ou provinciale.

La vice-présidence. La personne élue aide la présidente ou le président à s'acquitter de ses responsabilités.

La trésorerie, La personne élue est responsable de la préparation des projets de budgets et d'états financiers. Elle veille à la bonne gestion des affaires pour assurer l'intégrité financière de l'association.

Membre ordinaire. Chargés d'exercer les fonctions définies par les dirigeants et le Comite de direction.

LES MEMBRES DES COMITÉS PERMANENTS

Le Comité de la liberté universitaire et de la permanence de l'emploi. Les candidats et candidates à des postes du Comité de la liberté universitaire et de la permanence de l'emploi devraient avoir une expérience considérable dans l'un ou plusieurs des domaines sui vants : la liberté universitaire, les droits humains et les libertés civiles. Les candidats et candidates devraient être disponibles et préts à consacrer beaucoup de temps aux travaux du comité entre les réunions (trois par année) et à participer, notamment à la promotion de la liberté universitaire, à la rédaction de documents et à d'autres tâches connexes

Le Comité des bibliothécaires, Les candidats et candidates à des postes du Comité des bibliothécaires devraient avoir une expérience et une connaissance considérables des intérêts de la profession et des préoccupations pédagogiques des bibliothécaires des universités canadiennes. Les candidats et candidates doivent connaître les questions de principe touchant les droits universitaires et les conditions de travail des bibliothécaires d'université, lls devraient être disponibles et prêts à consacrer beaucoup de temps aux travaux du comité entre les réunions (au moins trois par année), notamment en participant à l'organisation du colloque biennal, à la rédaction ou à la révision de documents, en répondant à des demandes de renseignement et à d'autres activités connexes.

Le Comité de la négociation collective et des avantages économiques. Les candidats et candidates à des postes du Comité de la négociation collective et des avantages économiques devraient avoir fait la preuve de leur expérience dans le domaine de la négociation collective ou de l'analyse

d'avantages économiques. Ils devraient également pouvoir consacrer du temps aux travaux du comité entre les réunions (au moins trois par année), notamment en rédigeant des clauses modèles, en élaborant des énoncés de principes et en participant à des activités

MÉTHODE DE MISE EN CANDIDATURE

Il faut envoyer les candidatures à M. Gordon Shrimpton, président Comité des élections et résolutions Association canadienne des professeures et professeurs d'université 2675, prom. Queensview Ottawa (Ontario) K28 BK2 Télécopieur (613) B20-7244

Les pièces suivantes doivent accompagner les mises

- en candidature :
 Une lettre de mise en candidature
- Une brève déclaration expliquant pourquoi la personne qui présente le candidat ou la candidate estime qu'il ou elle possède les qualités voulues
- L'accord du candidat ou de la candidate de siéger au comité advenant son élection
- Une copie du Formulaire d'information réglementaire, dûment rempli, disponible à www.caut.ca

INFORMATION

Les renseignements au sujet du dégagement pour les postes au comité de direction ainsi que les présidences des comités permanents de l'ACPPU se trouvent à www.caut.ca, sous la rubrique énoncés de principe.

LA DATE LIMITE des mises en candidature est le 1^{er} mars 2004